

THE JOURNAL OF ELECTRICAL WORKERS AND OPERATORS

*Wake up,
America!*



VOL. XLV

WASHINGTON, D. C.

MARCH, 1946

NO. 3

RECORDING • THE • ELECTRICAL • ERA



ON EVERY JOB

THERE'S A LAUGH OR TWO

In response to our request for jokes and poems, Brother McClanahan has sent us this very nice piece of poetry which he tells us was written during a noisy session in the ship's library (U.S.S. Pittsburgh, flagship of the Asiatic fleet) during the Chinese Revolution.

THE GLAMOUR OF CHINA

The dusk of the east is luminous yet,
With shadows of purple and deeps of jet;
And the sun in the west throws its soft gleaming
beams
On a porcelain pagoda, envisioned in dreams.
Then the zephyrs of night bring along in their
train
Sounds from a teahouse, or a coolie's refrain.
The fragrance of roses and eastern perfumes
Scent faintly the air, and the light of the moon
Filtered down from the trees forms a magical
scene—
A vision of rest, and a sweet, peaceful dream?

M. L. McCLANAHAN,
L. U. No. 1366.

THE SUBWAY SONG

From the Bronx to Times Square,
From Grand Central to South Ferry,
Music fills the underground air,
A tune so gay and merry.

Chorus:

Sing the subway song,
As you trail along
The lights of green and red;
Sing the subway song,
As you swing along
The strop above your head.

Sing the subway song
In tune with the roaring train;
Swing your way in the throng
And sing you may in refrain.

Your frame, though, be squeezed,
Be game, Bud, and pleased;
Smile when one lands on your toe.
That dame on your right,
So pretty and slight,
Should keep your spirits aglow!

So, sing, Brother, you can't go wrong,
And swing another subway song!

A Bit o' Luck,

ABE GLICK,
L. U. No. 3.

Here's Mother Goose Wirenut No. 4 from
Brother Brooke. Thanks, Brother, for your clever
rhymes.

SHORT AND SWEET

Little Miss Muffet sat on a tuffet,
To touch up her paint job, when saaaaay!!!!
Along came a sailor; he sat down beside 'er
And took ALL her lipstick away!

K. H. BROOKE,
L. U. No. 5.

WHAT A CURE!

A Scotchman, an electrician, by the way, was taken seriously sick. He was rushed to the hospital to die. The doctor told him of his serious condition.

"Angus MacKenzie," said the medic sympathetically, "any request you want before you die, we will grant it."

"Doctor," replied the sick man, "I want to hear the bagpipes play."

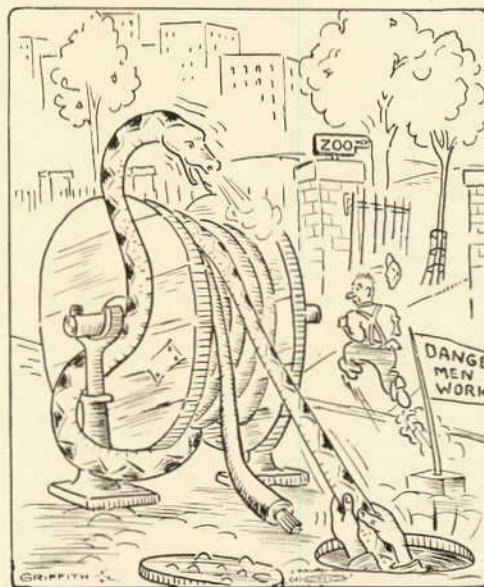
His dying wish was granted. That night beneath the patient's window, a highland piper played the tunes of bonnie Scotland.

On the following morning, the doctor inquired of the head nurse.

"Miss Jones, how's the moribund Scot?"

"Fine, doctor; in fact he's a new man—but all the other patients died."

THOMAS STAPLETON,
L. U. No. 6.



HEY! JOE! A LITTLE MORE
SLACK UP THERE.

ROBERT B. GRIFFITH,
L. U. No. 1366.

HEAVEN CAN WAIT

It seems that one day 300 electricians in heaven were flying around telling stories about the small arms job and others and reminiscing about the really big jobs they used to do on earth, when a dirty little guy came along to see St. Peter about getting into heaven. After talking things over with him, St. Peter told him he belonged below. The little guy said that was okay by him because he'd always been a working man and he heard that down in hell there was a big electrical job under way. It was going 7 days a week, 10 hours a day on double time. On hearing this all 300 electricians to a man, turned in their wings and went to hell.

LEW KILLIAN,
L. U. No. 1.

Brother Arnold Fox, an old I. O. member, answered our appeal for jokes. He said he was sending us "some antiques so old they should be new to the current generation." Here are a few of them.

PURGATORY

In a village church in Ireland the priest was catechizing candidates for confirmation. A little boy got the question, "What is matrimony?" "Matrimony is . . . a state of . . . punishment in which imperfect souls are placed to suffer punishment until they arrive . . ." "Boy!" shouted the priest, "Do you understand what you're saying?" The Bishop said quietly, "Shure and leave the boy alone, father, he may be right. What do you or I know about it any more than he does?"

* * *

HE GOT THE JOB

In World War I an Irish soldier sent in an application for the position of stretcher-bearer. A doctor gave him a hurried examination. "If you had a man with his arm shot off at the elbow, what would you do for him while waiting for the doctor?"

"I'd give him a little whiskey."

"And if you hadn't any whiskey, what would you do for him?"

"I'd promise him some."

* * *

NO WOODEN INDIAN

An ancient bum asked a soldier for the price of a cup of coffee saying that he was an old soldier, a survivor of the Custer massacre.

"What do you take me for? Do you think I don't know that there were no survivors of the Custer massacre?"

"Yes, but I was one of the Indians."

He got a dime for his gall.

ARNOLD FOX, I. O.

* * *

Here is another of Brother Hoover's "Rhymes of the Times."

ATOM, THE EMANCIPATOR

In all the world's history
Was never such mystery,
Such reason for hope, faith and cheer;
For we'll use the atom
Not just to get at 'em,
But death to all misery and fear.

This heavenly shower
Has unlocked the power
To liberate millions of slaves.
To lessen the grind
That keeps us behind
And early fills billions of graves.

When each race and color
Can crawl from its squalor
And realize each basic need,
The heart is aglow
As sunshine on snow,
Wiping out where the war spirits breed.

Let's stop talking weapon
If pondered and slept on
Intelligent, you will calm strife;
It came not to kill,
But to bless and to fill
Our world with the richness of life.

D. A. HOOVER,
L. U. No. 1306.

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• This Journal will not be held responsible for views expressed by correspondents.
The first of each month is the closing date; all copy must be in our hands on or before.

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Magazine

CHAT

Magazine Digest, the pocket-size magazine that has given good publicity to the Council on Industrial Relations of the Electrical Construction Industry (see story within this number) has a reputed circulation of three million. Ten years ago this would have been a tremendous accomplishment but now with magazines running up into the 10 million figure, makes it a member of the second class of publications. Its quality, however, is excellent and we think it surpasses in significance some of the other tabloid magazines. It is published at 8 West 40th Street, New York 18, N. Y.

One of the gratifying facts about the postwar era is the increased interest in the official magazine manifested by the readers. Our mailbag is stuffed with letters that greatly encourage us in the composition and publication of this JOURNAL.

United Telephone Organizations through one of its officials writes:

"I found your articles on 'The Labor Movement in America' very interesting and would like to have your permission to reprint the series".

A member in Knoxville, Tennessee, states:

"Again as we start a new year allow me to congratulate you on the fine Journal."

Young Christian Workers, San Pedro, California, writes:

"The young workers of San Pedro will appreciate it if you will forward to us a copy of each edition of your paper."

A professor in Michigan writes:

"Incidentally, I miss the JOURNAL of the I. B. E. W. which I used to read when it came to me regularly."

There are many others in like vein.

Our frontispiece poem this month is published through the courtesy of *Indusco Bulletin*, and the accompanying cut through the courtesy of The China Campaign Committee and The Artists' International Association.

Our cover photo this month is from the Federal Security Administration.



THREE AIMS OF GUNG HO

(Song of the Chinese Cooperators)

The cock crows bravely
Dawn is breaking
Get up, and clean up
In front of us lies a busy day
So work will be hard.
But now the morning air is like
Breath of the gods. Clean and bright;
Today there is cloth to be woven,
Cotton to be spun. Fed and clothed
We can face the future with a smile
So cooperate, friend, together
Make our new family.

Chorus (after each verse)
Our new livelihood, our new road to life
Depends on you and me. On
Our cooperative of friends together
So long life Gung Ho—may it live
As long as heaven and earth.

The clock strikes twelve
Now the middle of the day, when
Work is hardest. There can be
No end to blood and sweat in the
Struggle for freedom. Produce more
Make things better. Through our democracy
We will bring back prosperity.
So cooperate, friend, together
Make our new country.

The moon comes up, the sun has set.
Work has been a happy struggle. We
Have put out our energy. Things have
Been completed. Inside bitterness
We have found some happiness. And with
One heart we push on to the brighter dawn
So cooperate, friend, together
Make our new world.



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Wake Up, America!

This editorialized article might be called, "Getting Ready for the Next Depression."

Let's look at the trends manifesting themselves.

Business interests are ganging up on the OPA, to throw out all controls of prices. This, despite advice of sound economists like Sumner H. Schlichter, and official action of the American Federation of Labor.

Certain radio commentators berate Chester Bowles as a fiend in a dress suit, and try to make him responsible for all the ills of the troubled post-war period.

Shirt manufacturers charge that Bowles kept 2,000,000 shirts off the market. The truth is, these shirt makers were permitted to manufacture these higher-priced shirts under proper rulings, provided that they also manufactured lower-priced shirts. They failed to keep their bargain, and failed to manufacture the low-priced goods. Now they want to put the high-priced goods on the market.

A coalition of Southern Democrats and Northern Republicans in Congress is trying to capitalize on strikes, and to hamstring labor with crippling laws, so that employers can ride high, wide and handsome.

The stock market booms.

There are new indications that big corporations have reached a new accord, and are working together, not only to oppose labor, but also to oppose government.

The situation is not a pretty one; it is not unlike that after the first World War. Recall that in a huge open-shop drive started in 1921, unions were liquidated. Wages were lowered. Prices went up. Stock market orgies resulted. This, until the big crash in 1929, and thereafter the greatest depression in history.

A new depression is now in the making, if inflation is not curbed, orderly procedures established,

balance between wages and prices maintained. Another depression is in the making, and boys, will it be a peach!

This growing situation is bad; however, it is not necessary.

The United States is in the most favorable position in its history. It emerged from the war the strongest nation in the world. Foreign markets cry for goods. American consumers clamor for goods. Ten million homes are needed. Billions of dollars stand idle in banks. Hundreds of new industries wish to be born. Labor is skilled. The working force is competent. Opportunity lies everywhere. Prosperity can begin, and continue for many years, if cooperation becomes the rule of economic life.

In the first place, the right wing of business rejected labor's plea for full employment. The majority in Congress thinks and acts like little men, or does the bidding of little men. Congress rejected the idea of full employment. Small, greedy men are in the ascendant, and in control. Petty policies, not large policies worthy of the atomic age, are pushed forward at the expense of labor, the consumer, and the general public.

The resultant situation represents a struggle for power rather than a struggle for money. The truth is, under full employment everybody would make more income, more profits and have a higher standard of living than under any other form of economic reorganization. The men who are used to controlling vast resources affecting great aggregates of the population do not want to give up this control, and they believe that control will pass from them to government or to a coalition of labor and management if we have full employment.

We are on our way, merrily we go to hell. We are skidding into another big depression. Wake up, America!

WASHINGTON is abuzz with plans for the construction industry. Wilson Wyatt, former Mayor of Louisville, has become the new director of the National Housing Administration, succeeding John Blandford. Mr. Wyatt held a conference with the executive committee of the General Committee on Apprenticeship for the Construction Industry on February 5.

Materials—their scarcity—is holding the center of discussion. But these bottlenecks will be open by spring. Then manpower will hold the stage.

DEPARTMENT OF LABOR

(Address by Herman B. Byer, assistant chief, Employment and Occupational Outlook Branch, Bureau of Labor Statistics, U. S. Department of Labor, to the Industry-Government Conference on Housing Production for the 1946 Market.)

The calendar year 1946 will probably see the beginning of about 600,000 new non-farm dwelling units, well over 3 times the number in 1944 and 1945, but still below the good prewar year 1941. The Bureau of Labor Statistics of the U. S. Department of Labor estimates that roughly about 90,000 of the new 1946 units will be started during the first quarter; 165,000 in the second; 180,000 in the third; and 165,000 in the fourth. The average construction cost per dwelling will come to around \$5,000 at current prices. The workers needed to build these units and to complete the dwellings begun in the latter part of 1945 is expected to range from a little over 200,000 in January to about 500,000 in September and October, with employment averaging 215,000 in the first quarter and up to 490,000 in the fourth. Skilled workers and foremen will be needed for about 60 per cent of the site jobs, semi-skilled workers for something like 5 per cent, and unskilled workers for the rest.

No Segregation of Workers

These workers cannot come from a specially segregated group of residential construction workers; there is no such group. Although it is well known that many workers prefer housebuilding, residential building must compete with other construction for the workers that it needs. Average site

CONSTRUCTION Industry

Buzzes With Plans

Drive
to get vast industry under way,
slow but animated

employment throughout the year in all types of construction will be about 1.4 million with a maximum of about 1.9 million in September. A somewhat lower percentage of the total will be skilled workers, while the semi-skilled and unskilled groups will be higher. The need for the entire construction program must be met if our housing program is to go ahead.

We feel confident that there will be no construction labor shortage in 1946 except for occasional scarcity in certain local areas during peak periods.

Our basis for believing this comes from comparison with conditions in recent years. Our forecast for all new construction work in 1946 is about \$8.3 billion. In 1942, the corresponding figure was \$13.2 billion, about 59 per cent greater. Since increases have occurred since 1942 in both material prices and wage rates, comparison in physical volume would mean the 1942 program was even more than 59 per cent greater than the volume we expect next year. The composition of the 1942 program was different from that forecast for 1946 but in the occupations required there is comparatively little difference. Non-farm residential building in 1942 was over \$1.8 billion; non-residential work, most of it building, over \$4.2 billion; military and naval construction, a very large part of it building, almost \$5.0 billion. These 3 items together were \$11.0 billion, of which probably at least \$8 billion was non-farm building construction. This program was carried out successfully; and our expected 1946 program of \$8.3 billion

includes about \$5.3 billion in non-farm building construction. Consequently, considering our over-all requirements, the figures show that since the needed manpower was available in 1942, it will be available in 1946.

Shortage of Labor

To be sure, we know from developments to date that there will be some shortage in particular trades, notably bricklayers and plasterers. There are modifying circumstances, however, which tend to counteract this situation. Since we started to analyze the demand for postwar construction almost two years ago, we have learned, for reasons entirely independent of the masonry situation, that the volume of apartment construction would be low in the immediate postwar years—not over about 10 to 12 per cent of the total number of dwelling units. This in itself cuts down the number of bricklayers needed for exterior walls and masonry partitions. The price limitation on promotional houses just going into effect will certainly reduce the percentage of masonry houses built for sale, and probably even cut down somewhat on the number of fireplaces provided. Design will be modified to fit the supply situation. The same is true of plastering. We expect to see much more extensive use of gypsum board, for example, and other panel materials than in the past, especially in view of the \$10,000 price limitation. Limitation on plastering and masonry does not by any means, therefore, spell proportionate limitation on the number of houses that can be built. In these short trades we are likely also to have a considerable amount of overtime. Regarding the other trades we see no cause for alarm for 1946, although an increased supply of skilled workers in most trades will be needed later in the postwar expansion.

Materials Situation Better

The materials situation is moderately encouraging. You have heard the representative of the Civilian Production Administration agency review the prospects. Acute shortages are present, but for the most part they are being alleviated. Labor shortages are present, but that term is misleading; it does not mean that there is an insufficient number of people in the country, or even an insufficient number of unemployed people, capable of doing the work. Rather it means that our postwar economy is still in its adjustment stage. There are two things to keep in mind about jobs in the scarce-materials industries. First, the degree of skill needed is on the whole rather low, so that most of the jobs can be filled by able-bodied persons capable of general factory work, at least after a fairly brief coaching period and special supervision while experience is being gained. On the whole, operatives and laborers are required rather than craftsmen. Second, many of the jobs have the reputation of being undesirable because of a tradition of low-wage rates, or undesirable working conditions



THIS HOUSE BUILT 10 YEARS AGO BECOMES THE DREAM OF MILLIONS OF HOMELESS

such as dirt, noise or heat. Hence, a great many workers regard them as a last resort, avoiding them as long as they feel hopeful of getting jobs which they prefer.

Improvement is already evident in this last condition. For one thing there has been considerable improvement in wages. In 1939, average hourly earnings in the cast-iron pipe industry were only about 55 cents, whereas last September they were over 90 cents. For brick and tile, average hourly earnings increased from 46 cents in 1939 to 84 cents last September. This is already being reflected in increasing operations, and further expansion seems certain. Our estimates of employment show an increase of about seven and one-half per cent from mid-August to mid-October for the brick, tile and terra cotta industry; more recent information obtained by Civilian Production Administration from its bi-weekly industry surveys shows an increase of about 12 per cent in employment from mid-September to mid-November at selected plants in the same industry. The reopenings of closed brick plants which have already occurred, and which are scheduled for the next few weeks, are a further indication of more adequate labor supply.

The labor supply in lumbering is also improving slowly. Our employment figures do not yet reveal this, because of the work stoppage in the northwest which has been settled only recently. The forest service reports, however, that the outlook is improving. Applicants for jobs in logging and sawmill operation are increasing slowly in number, and already show noticeable improvement in reliability and in general suitability for the work. As yet the number of veterans seeking lumbering work has been fewer than expected, but the latest employment indications for this field are definitely encouraging. Also, shortage of logging machinery has been alleviated progressively since August, although it has not yet been overcome completely.

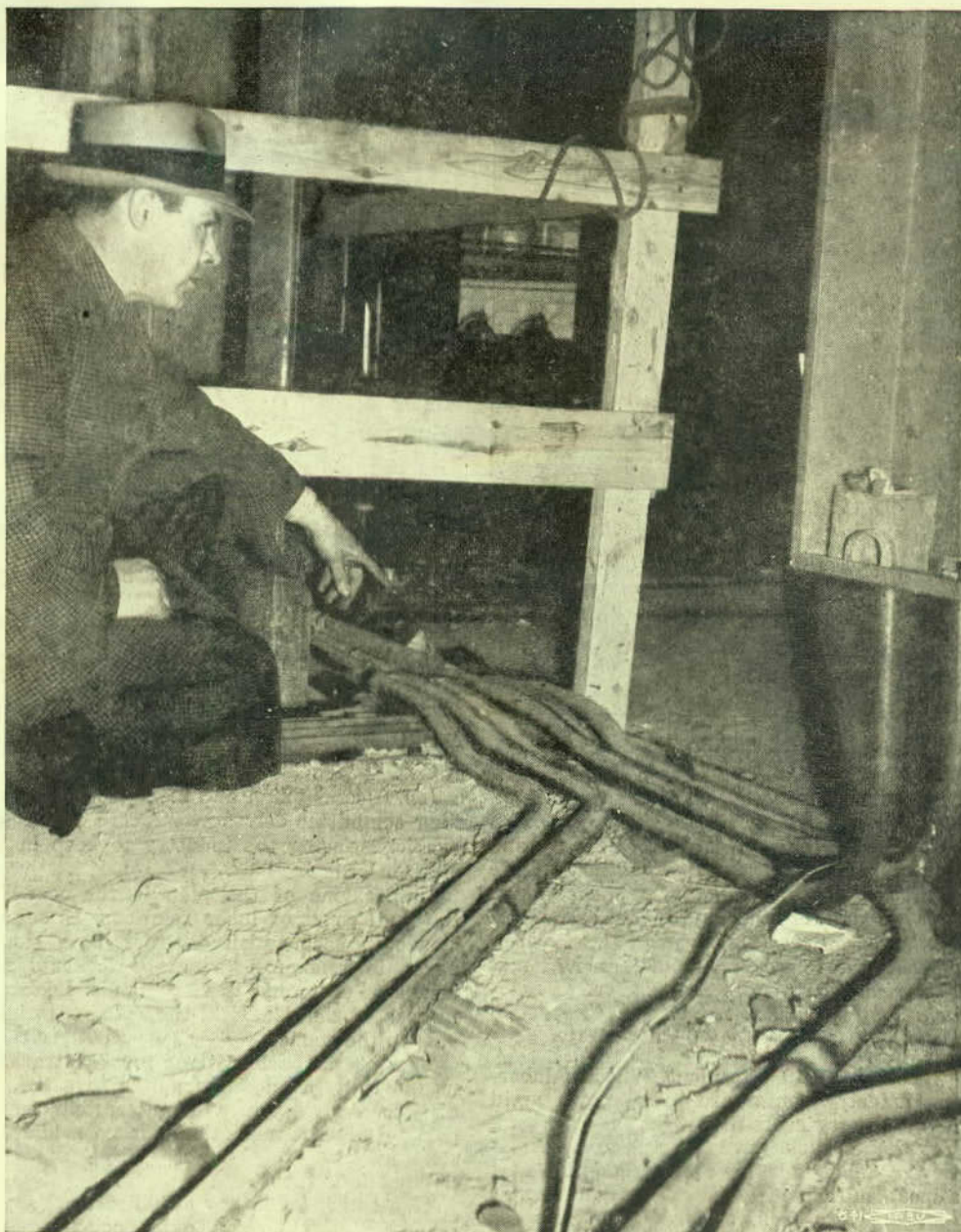
A Race

The entire building situation is unquestionably a race, and really a close race, between supply and requirements needed to put in place an \$8.3 billion construction program. Any serious obstacles will upset timing, and so upset the entire construction program. Some of this fall's shortages of fabricated steel items, such as steel sash, were caused by curtailment in steel production, caused in turn by the interruption to coal production. It will be necessary to use materials with great flexibility, in some cases, to carry out our 1946 construction program, for example, using steel joists when lumber is scarce, and so on. Hence, absence of one type of material will in many cases mean shortage in some other with which it is to some degree interchangeable. If we stop producing any of our important basic materials for a few weeks, or stop transporting them, we just won't get the construction and the construction employment that are otherwise possible.

A. F. OF L.

A double-barreled drive to arouse public opinion for action to deal with the immediate housing emergency and for enactment of the Wagner-Ellender-Taft Bill to meet the nation's long-range housing needs was announced today by A. F. of L. President William Green.

Mr. Green called upon A. F. of L. Central



WIRING IN A MODERN OFFICE BUILDING

Labor Unions in 800 cities throughout the country to take the lead in organizing community campaigns for prompt construction of new homes to meet the acute shortages confronting returning veterans and war workers.

"Mobilization for more and better housing is the most vital step in America's mobilization for peace and recovery," Mr. Green said.

His action followed a White House conference with Federal Housing Expediter Wilson Wyatt, at which Mr. Green was accompanied by the A. F. of L. Housing Committee.

"The American Federation of Labor stands ready to cooperate fully with Mr. Wyatt in the emergency program to meet the housing crisis which affects almost every American community today," Mr. Green said after the meeting. "We will support every sound measure to make the Government's program effective.

"Foremost in labor's objectives in its fight to prevent the present housing shortage from developing a chronic, malignant disease is quick Congressional enactment of the Wagner-Ellender-Taft Bill, S. 1592. It is the duty of every unionist and every re-

sponsible citizen to raise his voice and call upon Congress for urgent action on this vital legislation.

"The American Federation of Labor calls upon its central unions in more than 800 communities throughout the United States to form local labor housing committees. It will be the responsibility for these committees to work closely with mayors and other municipal authorities in making known the housing needs of the community and devising methods for meeting them promptly, soundly and effectively.

"Local A. F. of L. housing committees, guided by the national housing committee of the A. F. of L. will launch a nationwide mobilization of labor and citizen cooperation to meet the housing emergency."

I. B. E. W.

In the midst of the wave of labor-management discord now sweeping the country, employers and workers of the electrical construction industry in Greater New York yesterday (Sunday, January 13) announced a no-strike, no-lockout agreement for the duration of the existing housing crisis.

(Continued on page 117)



ED J. BROWN

"Can the formula which has abolished strikes in electrical construction be extended to others?" Asking this question, Magazine Digest, with millions of circulation in the United States and Canada, publishes accurate tabloid description of arbitral body sponsored by the International Brotherhood of Electrical Workers and the National Electrical Contractors Association. (Republished by permission from the February issue.)

BACK in 1919 President Wilson's labor-industry conference broke down amid an angry cross-fire of verbal brickbats. Yet that debacle gave impetus to a revolutionary labor-industry cooperation plan that almost miraculously has kept one entire industry free from major labor strife for 25 years.

This unique, little-known method of settling industrial disputes blankets the sprawling, billion-dollar electrical construction industry. It works so well that many believe it points the way to complete banishment of labor warfare.

Assistant Secretary of Labor Dan W. Tracy said of it not long ago: "It appears to be the most practical and effective method to prevent strikes and lockouts that has yet been devised within any industry."

In the quarter century that elapsed between the failure of President Wilson's effort and President Truman's disappointing labor-industry conference held recently in Washington, 56,670 work stoppages rased across our economy. In that unfortunate era, 29,673,000 men and women either went on strike or were locked out.

Yet in that same period employers and unionists in the electrical construction industry were working in almost idyllic harmony.

A Strikeless Industry

Let's see how this happened—and whether their labor-industry cooperation plan would work on a broader scale.

In essence it is simple:

(a) A 10-man Council on Industrial Re-

Technique of a NO-STRIKE Industry

By RUSH WEBSTER

Council on Industrial Relations for the Electrical Construction Industry attracts international attention

lations, composed equally of industry and union representatives, serves as a supreme court of labor relations. Disputes are referred to it when they can't be settled by negotiation.

(b) Labor-management committees, set up by union locals and chapters of the contractors' association, thresh out local problems regularly.

(c) Negotiators representing the two sides take over on collective bargaining issues.

(d) A joint union and management planning committee delves into future economic problems facing the industry to keep both sides informed.

Cornerstone of the plan is the council, the final court of labor relations. Under a clause in each union contract, both sides agree to renounce strikes or lockouts as means of enforcing their demands. Instead, in case of the deadlock, they pledge to appeal to the council.

This is not arbitration, for arbitration means that the decisive power to settle a dispute rests with a disinterested third party. It is not mediation, for no mediator steps in.

What is it then?

"We call it voluntary adjudication," says Robert W. McChesney, quiet-spoken president of the National Electrical Contractors Association and chairman of the 10-man council.

A Sort of Court

"The council is really a court," booms handsome, white-haired President Ed J. Brown of the International Brotherhood of Electrical Workers (AFL), who is vice-chairman of the council. "Over a long period of years it has sat in judgment on our differences. It has kept both union and management from going off the deep end. Our people like it."

How does the council work? Its procedure has these significant features:

Disputants voluntarily agree to abide by the decision, whatever it may be.

Every decision must be unanimous.

Each decision is based on economic briefs submitted by both sides.

Union and management voluntarily agree to a single definition of the issues in dispute. That's so each side understands clearly what the argument is all about.

No impartial chairman or public representative serves on the council. This is based on the theory that decisions must be reached by men within the industry on the principles of justice.

The tribunal was set up in April, 1920. Co-sponsors are the International Brotherhood of Electrical Workers and the National Electrical Contractors Association. Strictly governed by it are 150,000 electricians all over the country and 1,500 electrical contracting firms. Incidentally, this industry will play a key role in the building boom due this spring, for it takes care of wiring and installing fixtures in homes.

Largely responsible for the formulating of this plan were two men: one of the nation's biggest electrical contractors, Louis K. Comstock of New York, now 81 years old, and the late Charles P. Ford, for many years the union secretary.

Before the Council

In the early days electricians and contractors often settled disputes by the law of tooth and claw. One electricians' strike in New York lasted three years.

Comstock conceived the idea for the council, then decided to take it to Charles P. Ford. Between them, after dogged efforts, they persuaded the contractors and union to sponsor it. At first there was opposition and suspicion on both sides.

First test of the tribunal came shortly after it was set up. Electrical contractors in Detroit announced their intention to cut wages from \$1.25 to \$1.00 an hour. The union countered with the threat of a city-wide strike. After mediation and arbitration had failed, both sides appealed to the council.

(Continued on page 116)



ROBERT McCHESNEY



FATHER GEORGE G. HIGGINS

Scholar Priest Writes Current Labor HISTORY

Father George Higgins'
"Voluntarism in Organized Labor
in the United States" builds bridge
from Gompers' time to 1946

ment and in the agencies of the government which administer a sound economic program to guarantee that such a program shall not stagnate or be perverted. Heretofore labor has too often been ignored. If the future is to be one of hope, labor must take its rightful place."

Author's Summary

The author makes his own summary of this able book:

I. The traditional legislative policy of the A. F. of L. until the 1930's was, by and large, a policy of voluntarism. This policy, formulated partly, at least, as a reaction to the mistakes of the Knights of Labor and to the excessive "statism" of the Socialists, and crystallized by the unhappy experience of the federation with an unfriendly judiciary and with unfriendly administrators of social and labor legislation, was modified somewhat in the early 1920's when the A. F. of L. committed itself—grudgingly, it would seem—to the nationalization of railroads, mines, and public utilities. It was further modified when the federation, in 1924, supported the ill-fated La Follette third-party ticket with its rather extensive program of legislation. It is thought, however, that these modifications of the policy of voluntarism were, at most, only temporary and tentative. At the end of the decade of the twenties, the federation, on the eve of the worst depression in American history, was again committed to an unmodified type of "pure and simple" or voluntarist unionism.

II. During the 1930's the A. F. of L., in the face of an unprecedented amount of unemployment, which caused the federation to lose confidence in its own unaided economic strength as well as in the recuperative powers of the American economic system, was forced to modify its policy of voluntarism significantly, if not abandon it almost completely. This change in legislative policy is studied under four headings:

Unemployment Compensation
National Industrial Recovery Act
National Labor Relations Act
Fair Labor Standards Act

Effects of Change

There have been three discernible effects on the labor movement of the A. F. of L.'s departure from voluntarism:

(a) The membership of the combined trade union movement in the United States has rapidly increased.

(b) The Government has interfered to a certain extent, through the National Labor Relations Board, with the determination of representation for collective bargaining.

(c) Trade unions have been compelled to resort to a certain measure of partisan political action to preserve their legislative gains.

Furthermore, there is a strong possibility, if not probability, that labor will come to be regarded more and more as a quasi-political body, and as such be subjected to a greater amount of governmental regulation of its activities than hitherto. Evidence that the trend is in this direction is provided in certain provisions of the War Labor Disputes Act as well as in the provision in the Revenue Act making it mandatory for trade unions to submit financial reports to the United States Treasury.

Finally, it is impossible to say definitely at the moment whether labor is prepared to persevere in its change from voluntarism to an approval of social and labor legislation. It would seem, however, that in spite of the forebodings of some of the more adamant voluntarists, the trend will continue for some time.

In his presidential report to the eighteenth annual convention of the A. F. of L. in 1898 Samuel Gompers summarized the history of the American labor movement in one paragraph and rationalized it in another:

From hand labor in the home to machine and factory labor witnessed the transition from the trade guilds to the trade unions; with the concentration of wealth and the development of industry, the growth from the local to the national and the international unions, and the closer affiliation of all in a broad and comprehensive federation.

The trade unions are the legitimate outgrowth of modern society and industrial conditions. They are not the creation of any man's brains. They are organizations of necessity. They were born of the necessity of the workers to protect themselves from encroachment, injustice, and wrong. They are the organizations of the working class, for the working class, by the working class; grappling with economic and social problems as they arise, dealing with them in a practical manner to the end that a solution commensurate with the interests of all may be attained.

In this section of his report Gompers presumably, without naming them, was talking to the Socialists, who at this time, as for some time before, were agitating within the federation for the adoption of a broader policy of fundamental socialist reform. As always in his controversy with this group of dissidents, Gompers labored the point that the A. F. of L. was the natural and legitimate outgrowth of social and economic conditions in which the modern workman found himself. It was not the product of an abstract plan worked out in a social and economic vacuum by its founders.

—George G. Higgins.

IN an age of revolution such as this in which we live—revolution dictated by technology rather than by political ideas—change is the dominant note. There is little doubt too that confusion accompanies much of the thinking as always, and that there never will be, for a long time, clear roads to definite goals.

In the face of this situation, many scholars shrink from entering the sphere of reality denoted by contemporary history. Not so, Reverend George G. Higgins, now on the staff of the Social Action Department of the National Catholic Welfare Conference. Rev. Father Higgins is well known to many labor leaders in America. He numbers scores among his intimate friends. Father Higgins has written a book of concrete experience and vivid reality in his doctor's thesis, "Voluntarism in Organized Labor in the United States, 1930-1940." It was published by the Catholic University of America Press, Washington, D. C., late last year.

Covers Turbulent Period

This work covers one of the most turbulent and confused periods in American labor history. It includes the great depression, the New Deal and the split in the forces of American labor. It recounts the forces at work in this period and depicts the relationships of such leaders as Gompers, Green, Woll, Lewis, Murray and others to the current ideas. One of the best discussions we have ever seen of the philosophy of the American Federation of Labor during the first 50 years of its life is contained in this book. Rev. Father Higgins' treatment of Samuel Gompers is competent and sympathetic. John L. Lewis, who recently has rejoined the Council of the American Federation of Labor, is considered by the author as a kind of bridge between the A. F. of L. and the C. I. O. Mr. Lewis is quoted as saying:

"The goal of full production and full employment is one to which it would be difficult to find open opposition. It is clear, however, that there are many who oppose the goal through seeking special interests. Only labor, representing the majority of people, can guarantee a continuous movement towards full production. Labor must have a strong voice in the govern-

Labor Movement in Our Time

AFTER the reorganization of the American Federation of Labor in 1886, the time seemed to be ripe for the growth of trade unionism, and the A. F. of L. under its energetic and persevering leader, Samuel Gompers, began to expand and grow strong.

Mr. Gompers, long a working man himself, felt a deep union with all working men. He had the true spark of brotherhood and he saw in the labor movement in general and the A. F. of L. particularly, the reservoir where he might pour his natural leadership and his unselfish spirit of unionism for the use of all the people, and he determined to make the federation his life's work.

Under his leadership, the A. F. of L., profiting by the experience of the Knights of Labor, avoided mixing in politics and concentrated its efforts principally on the organization of skilled workers into national unions. It began immediately to build up large reserves of funds which would be available to fight the desperate battles which unionists had to fight to improve their economic status and conditions of labor.

Steady Growth

The growth of the federation membership was steady—slow until the close of the century and then there was a rapid upward surge. In 1886 the estimated membership was about 150,000. By the year 1900, it had risen to about 350,000. In 1902, it passed the million mark and by the time of the outbreak of World War I in Europe in 1914 it had passed the two million mark. Of course the war brought a great increase in union membership and by 1918 there were more than 3,050,000 A. F. of L. members, and by 1920 it had passed the four million level. There were corresponding increases in the membership of the four railway brotherhoods, and several other labor organizations. The growth in number of local unions, national and international unions,

Third of a series of articles on the history of the American labor movement. From 1890 to the great depression

was steady and impressive also. In 1892 the federation was a loose association of perhaps 40 national unions of which perhaps 25 were active members paying dues and sending delegates to the conventions. By 1919, Beard's "Short History of the American Labor Movement" tells us that the federation embraced 884 local trade and federal labor unions, 111 national and international unions, 46 state federations, 816 central city bodies, 572 local department councils, and 33,852 local unions.

Victories and Defeats

These years which brought growth and strength to the labor movement were blessed and cursed by victories and defeats during the years just before and after the turn of the century. The unions affiliated with the A. F. of L. were developing within themselves more centralized power and control over their respective trades, accumulating strike funds and some sick benefits. Mr. Lewis Lorwin in his "American Federation of Labor" tells us that the iron and steel workers were operating on an agreement basis with their employers in Pennsylvania. The Typographical Union had achieved notable success in Chicago. It was recognized by the Daily Newspaper Association and had secured the closed shop and the eight-hour day for the machine operators.

Some of the building trades unions, and notably the carpenters, were operating under agreements with the building contractors in a number of cities and had organized building trades councils.

"In 1891, the Iron Molders' Union had signed a national trade agreement with the Stove Founders' National Defense Association providing for conciliation of all disputes, without resort to strikes or lockouts, pending adjudication—the first of its kind in the history of American trade unionism."

The individual unions were making progress and the federation was trying to unify them and thus give them more support and strength.

Successful Strikes

During this period there were a number of successful strikes which made for the permanency of the unions and for the general strength of the movement. In 1902 the United Mine Workers went on strike for union recognition, the 9-hour day and other improvements in working conditions. This strike lasted nearly six months and involved about 100,000 miners. It ended in a union contract with the entire anthracite coal industry—a major victory for labor.

The workers of the clothing industry—the International Ladies' Garment Workers Union and the Amalgamated Clothing Workers—held a series of strikes during 1909 and 1910 which succeeded in improving their sweatshop conditions tremendously and strengthened their unions in a remarkable way.

Then there were the bitter defeats—for example, the Homestead strike of 1892 in which the Amalgamated Association of Iron and Steel Workers, A. F. of L., fought a wage cut. The company (located at Homestead, Pennsylvania) would not recognize the union—violence occurred and a number of strikers and armed company guards, imported as strike breakers, were killed or wounded. The State militia was called in and the workers were defeated.

There was another notable defeat among others, one familiar to most of us, the Pullman strike of the American Railway Union, an independent organization led by Eugene Victor Debs. The reason for the strike was an attempt to get back a wage cut imposed by the Pullman Company on its workers. The strike had scarcely begun when Federal troops were called out to protect the property of the company. As a result the strike was broken and the union soon disintegrated.

These were some of the more notable triumphs and failures of the unionists of 1890 to 1910. Many of the benefits enjoyed today are the result of the hard work, hard sacrifices and hardships, of our predecessors—for many of us—our contemporaries.

These years were formative ones for the A. F. of L. Its structure and policy which were to govern it to the present day were being made.

Structure and Policy of A. F. of L.

In 1886 when the American Federation of Labor was founded, and as it is today, the A. F. of L. was made up of national and international independent unions. Each union made its own rules, elected officers and formulated and carried out its own policies with very little interference from A. F. of L. officers or executive council.

Even two local unions in the same national union could be run differently. The national and international unions are affiliated with the A. F. of L. and they issue charters to local unions within their trade or craft. In cities having a number of local



THE GOMPERS MEMORIAL IN WASHINGTON, D. C.

(Continued on page 117)

GI Apprentice Question Settled



OFFICE OF
THE ADMINISTRATOR OF
VETERANS AFFAIRS

VETERANS ADMINISTRATION

WASHINGTON 25, D. C.

February 2, 1946

Mr. Marion H. Hedges,
Director of Research,
International Brotherhood of
Electrical Workers,
1200 - 15th Street, N. W.,
Washington, D. C.

My dear Mr. Hedges:

The proposal of the General Committee on Apprenticeship for the Construction Industry which you recently submitted has been examined and consideration has been given to your recommendations which are given on Page 18 of the material which you furnished. You have recommended that joint labor-management committees be recognized as training institutions qualified and equipped to provide training for veterans under the terms of either Public 16 or Public 346, 78th Congress, and that the plan proposed for the State of Oklahoma be approved as a pattern for all states of the Union.

It is understood that joint labor-management committees have been set up in some crafts and localities and have been charged with the responsibility for controlling the training of persons in standard apprenticeship courses. This assigned responsibility includes the acceptance of an applicant for apprenticeship training, the determination of the establishment or establishments in which the training is to be provided, the arranging for the placement of the applicant in the chosen establishment, the determination that the establishment provides the prescribed course in accordance with the accepted standards and that the applicant continues to diligently apply himself to the course and to efficiently accomplish its purposes. It is further understood that when such an arrangement exists, it is with the full agreement of management and labor and that the arrangement has become the accepted means through which all applicants are started on and carried through a standardized course of apprenticeship training.

Admittedly, such joint committees are not actually giving education in the strict sense of the term since the education is being



Mr. Marion H. Hedges

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provided by business establishments. However, it may be presumed for the time being that the appropriate agencies of the respective states will have determined in advance that each joint committee which it approves is actually performing the functions for which it was established in an efficient manner and is arranging for training in establishments which are adequately equipped and staffed to provide a complete and well-rounded course of instruction. On this assumption, I have determined that joint apprenticeship committees may be recognized as qualified and equipped to provide suitable training to veterans under Public 346, 78th Congress, in those states in which such recognition has been granted. Consequently, an instruction will be issued to all field offices of the Veterans Administration which will authorize them to accept the enrollment of eligible veterans with joint apprenticeship committees which have been approved by the appropriate state agency. This will amount to a full acceptance of your recommendation No. 1 which appears on Page 18 of the material which you submitted under the title, "Proposal of the General Committee on Apprenticeship for the Construction Industry".

Your second recommendation was that "the so-called Oklahoma plan be approved as a pattern for all states of the union". This plan is described on Page 14 of the material submitted. It is stated in part:

"Individual establishments participating in the area-wide program become approved training establishments under Public 346 by merely subscribing to the area-wide apprenticeship standards. They have no dealings with the Veterans' Administration whatsoever."

The last sentence of the quoted statement will need to be modified to the extent that it will permit the Veterans Administration to supervise the individual veteran and obtain from the establishment current information concerning the veteran's conduct and progress. The Veterans Administration is charged by law with the responsibility for determining that the veteran's conduct and progress while in training remain satisfactory, in accordance with the standards and practices of the institution, and the individual veteran's right to continue to receive the benefits of Public 346 is dependent upon his conduct and progress continuing to be satisfactory. It will therefore be necessary for representatives of the Veterans Administration to contact enrolled veterans at their places of training in order to determine that they are actually receiving a course of training rather than being subsidized

Mr. Marion H. Hedges

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in employment and that they are conducting themselves and progressing in a manner which will permit them to continue to receive the subsistence allowance provided by the law. Furthermore, there will need to be contact with the training establishment, either directly or indirectly, so that the Veterans Administration may be accurately informed as to the amount of compensation for productive labor which the veteran has received each month from his employer-trainer. This is necessary because the law provides that adjustments shall be made in the amount of subsistence allowance as the Administrator may determine when he finds that an enrollee is receiving compensation for productive labor performed as a part of his apprenticeship or other training-on-the-job. Inasmuch as the enrollee will receive such compensation for productive labor from the training establishment rather than from the joint apprenticeship committee, it follows that authentic reports as to the amount paid must come from the training establishment. It will thus be seen that the Veterans Administration must have certain dealings with the training institution. However, there will be no objection to permitting training establishments to forward their reports through the authorized joint committee if that procedure appears to be most satisfactory in any given situation.

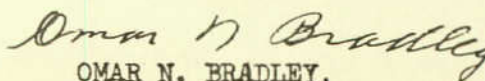
So far as training under Public 16, 78th Congress, is concerned, it should be noted that the law specifically fixes greater responsibility with the Veterans Administration than is the case with respect to enrollees under Public 346, 78th Congress. This law states that: "The Administrator shall have the power and duty to prescribe and provide suitable training" for the purpose of overcoming the handicap of service-incurred disability and to fit the eligible veteran for employment consistent with the degree of disablement. It will be proper in appropriate cases to prescribe a standard apprenticeship course as the most suitable type of training but under the law approval of the establishment in which the training is to be provided is a responsibility of the Veterans Administration rather than any other agency. Furthermore, the Veterans Administration has a definite responsibility for supervising the training which is being provided, in order to be certain that it will overcome the handicap of the service-incurred disability and is being provided under conditions which will not be detrimental to the disabled veteran's physical or mental health. However, the Veterans Administration can recognize joint apprenticeship committees for the training of veterans under Public 16 when it finds that the establishments which any such committee utilizes for training are actually qualified to provide a satisfactory course of training

Mr. Marion H. Hedges

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on the basis of adequate space, equipment and instructor-personnel and that the joint apprenticeship committee is performing the functions delegated to it in a satisfactory manner.

Sincerely yours,



OMAR N. BRADLEY,
General, U. S. Army,
Administrator.

Vets Ruling Helps Local APPRENTICE Committees

FOLLOWING the issuance of the important decision of General Omar N. Bradley, administrator of the Veterans Administration, on the relationship of GI apprentice training to the veterans' set-up, labor leaders met in Washington to discuss the effect of this new policy.

The consensus of opinion was that the whole apprenticeship set-up in the United States would be strengthened by the new ruling but that it was absolutely essential to strengthen the present local joint labor-management apprenticeship committees, as well as to create many new ones. In the next few months the unions are to have a great opportunity and a great responsibility, it was said at this meeting. They must act promptly and with unanimity of purpose. Here are the listed steps in the process as a result of General Bradley's ruling:

1. Local joint labor-management apprenticeship committees in any area should at once contact the proper state agency and get their committee certified by that agency as the proper agency for training veterans. In most states the usual proper state agency to make this certification is the State Board of Education.
2. A campaign should be waged to notify veterans wishing to become apprentices how and where to contact local joint apprenticeship committees.
3. The highest educational standards must be maintained by the local joint apprenticeship committees. Supplemental courses should be provided for at only good training schools. These courses are only about one-fifth of the training course, the rest being received on the job.
4. Proper record books and record cards must be supplied the trainee. The state agency will probably require, in some in-

stances, a periodic report on the progress of the veteran trainees.

5. When contact is made with the proper state agency for certification, the personnel of the local joint labor-management apprenticeship committee should be filed with the state agency.

There are approximately 1,200 local joint labor-management apprenticeship committees in the building trades field. This is only about one-fourth of the necessary number to do a sound blanket educational job in the United States. Plans are under way in Washington to greatly increase these committees, but local unions can be of great service by themselves taking the initiative



GENERAL OMAR N. BRADLEY

with their employers in setting up these committees. These local joint apprenticeship committees should be set up and notice of their establishment should be sent to the top National Joint Apprenticeship and Training Committee, M. H. Hedges, Secretary, 1200 Fifteenth Street, N. W., Washington 5, D. C.

The executive committee of the General Committee on Apprentice Training for the Electrical Industry was the agency instrumental in securing the ruling from General Bradley of the Veterans Administration. This group met in Washington on February 5 and passed the following resolution of approval on General Bradley's ruling:

Resolution

In view of the timely and decisive disposition of the GI apprentice question by General Omar N. Bradley, administrator of the Veterans Administration, the executive committee of the General Committee on Apprentice Training for the Construction Industry, in session Tuesday, February 5, 1946, decided that some more than ordinary notice be taken of General Bradley's decisiveness and action; be it

Resolved, therefore, that a resolution of appreciation be passed, and a copy forwarded to the Veterans Administration. In his disposition of our petition, General Bradley has acted in the interest, we believe, of the veterans, the construction industry and this republic.

GEORGE S. STEWART, Chairman, Executive Director, Painting and Decorating Contractors of America.

JOHN E. ROONEY, General President, Operative Plasterers' and Cement Finishers' International Association.

E. H. HERZBERG, Chairman Apprenticeship Committee, National Electrical Contractors Association.

L. M. RAFTERY, General Secretary-Treasurer, Brotherhood of Painters, Decorators and Paperhangers of America.

JOSEPH C. FITTS, Secretary, Heating, Piping and Air Conditioning Contractors National Association.

MARION H. HEDGES, Director of Research, International Brotherhood of Electrical Workers.

If you were given a chance to tell Congress how our present social security system could be improved, what would you say?

That is the job Congress delegated to the Social Security Board back in 1935 when it passed the Social Security Act. Each year the board reports to Congress on its year's activities and includes, on the basis of its working experience, recommendations of ways in which the social security program might be improved and expanded.

The board has just issued its 10th annual report. In it, the board recommends a number of important changes which, if they were put into effect, would vitally affect you and your family. How?

Let's look into the report and see—

If you are now covered under old-age and survivors insurance and unemployment insurance, you and your family receive some financial protection against three major events: death, old-age and unemployment. The board would strengthen this protection in a number of ways.

To Cover All Employees

First, take your old-age and survivors insurance. The board has recommended an increase in benefit amounts under this program, particularly for low-paid workers. It has suggested that women workers should become eligible for benefits at 60, instead of 65 as the law now provides. Elderly workers would be permitted to earn up to \$30 a month without forfeiting their old-age benefits. The present limit is \$14.99.

But, perhaps, the most far-reaching recommendation made by the board on this program is the extension of old-age and survivors insurance to cover all gainful workers. That would mean bringing under this insurance program farm, domestic, and public workers, employees of nonprofit organizations and self-employed persons, including farmers. Under our present system, you stand to lose your insurance rights or you may suffer a reduction in your insurance benefits if you shift from a job covered by the insurance program to one that is not. Under this proposed change, all of the wages you have earned in gainful employment would determine your eligibility and the amount of your insurance benefits.

The board has also asked Congress to see that servicemen receive credit towards old-age and survivors insurance for their period of service in the armed forces.

Create Additional Standards

What recommendations did the board make about unemployment insurance?

Here again the board has suggested that more workers be covered under this insurance program by extending its protection to small firms, to Federal workers and to seamen. It believes that unemployment insurance can be best administered as part of an over-all national insurance system and not, as at present, under 48 different state laws.

However, given the present Federal-State set-up, the board recommends additional standards for state unemployment insurance laws operating within this framework. These requirements would include extending unemployment insurance to cover as many additional groups as possible. On the basis of past earnings, workers would receive a maximum of at least \$25 a week for 26 weeks, if they should be out of work that long.

SSB Offers PLANS

To U. S. Congress

Widened coverage to include everybody; medical insurance; national job insurance among recommendations

Especially important would be the provision that if you left your job without good cause, or were discharged for misconduct, or if you refused to accept a suitable job while unemployed, your state unemployment compensation agency would not be able to cancel or reduce the amount of your insurance benefits. The maximum penalty the state could impose would be to postpone your benefits, but not for more than four weeks. Important, too, would be a broadened definition of the terms "voluntary leaving" and "suitable work." Under the new definitions, good personal reasons, as well as reasons attributable to the job or the employer, would be considered valid excuses for quitting or refusing work.

Such standards as these would help correct many of the inequalities that now exist under our 48 widely varying State unemployment insurance systems.

The board's recommendations, however, go far beyond revising our current social security provisions. By mandate of Congress, the Social Security Board received the added responsibility of outlining ways in which economic security might be increased through social insurance.

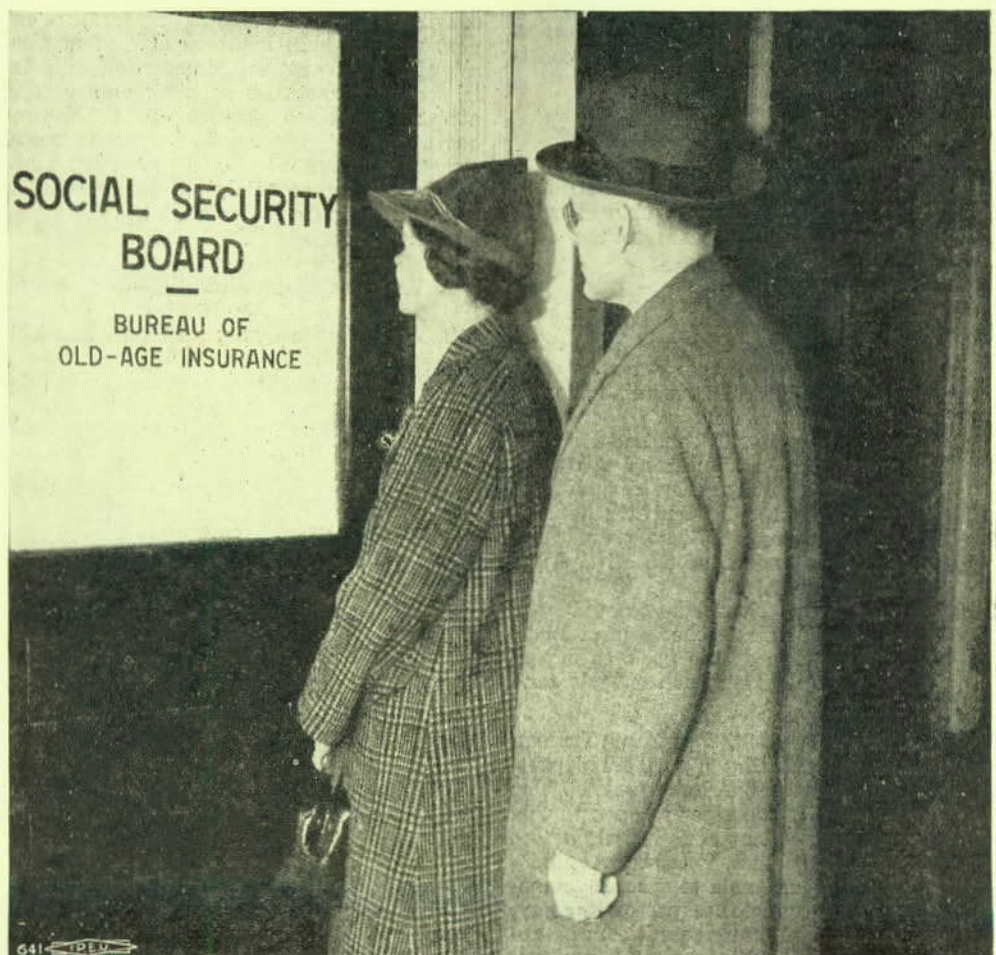
To Create Two New Insurances

What are the major threats to your economic security? We have already mentioned three important ones: old-age, death, and unemployment. Two others remain: sickness and disability. These last two, however, constitute the greatest single cause of poverty and dependency in the United States. In 1943 alone, the cost of sickness and disability to workers and employers totaled around \$15 billion. That means an average cost of more than \$100 for every person in the United States.

So the Social Security Board in its 10th annual report recommended to Congress two new kinds of insurance to meet these additional threats to your pay envelope:

- (1) Insurance against wage loss in periods of disability, and

(Continued on page 115)



Federal Security Agency Photo

CROSSING THAT THRESHOLD MEANS MUCH TO THOUSANDS OF CITIZENS

VETS Hospital Network Means Electrical Work

**General Omar N. Bradley
wins his fight for more freedom
in controlling great system of
veterans' hospitals**

can get rid of inefficient personnel without delay.

Field Is Clear

Thus, after five months of political maneuvering, we find that the new administrator has won his fight for the adoption of legislation which gives him freedom to go ahead and power to do the things which he feels should be done to secure adequate medical personnel in veterans' hospitals.

He is also winning the fight to locate the new hospitals in areas which are strategic from a medical standpoint instead of the time-honored custom of locating them subject to political considerations. There is still a lot of opposition, from "grass-roots" pressure groups and Congressmen anxious to get a hospital for their districts, to the Veterans' Administration's program for locating hospitals where doctors and medical schools are concentrated.

Major General Paul R. Hawley, Veterans' Administration acting surgeon general, is convinced that there is a vast reservoir of expert medical skill in areas around medical schools. Veterans' Administration salaries in the past have not been high enough to attract first-class doctors on a full-time basis. For this reason, he feels it is necessary to take the veteran to the doctor, since the doctor, for economic reasons, won't follow the veteran to isolated hospitals. By locating the new hospitals near such centers of medical skill their staffs can include:

1. Veterans' Administration doctors and nurses.
2. A staff of consultants from the medical schools.
3. Resident physicians recommended by the College of American Surgeons.

The new plan is already being tested out at Hines General Hospital in Chicago. Hines will have 49 non-government residences. Northwestern University and Illinois University medical schools will furnish consultants. Next in line are hospitals at Minneapolis (University of Minnesota), Milwaukee (Marquette University), and Indianapolis (Butler University). Consultants will be paid on a fee basis, with total earnings not to exceed \$6,000 annually.

Location of Hospitals

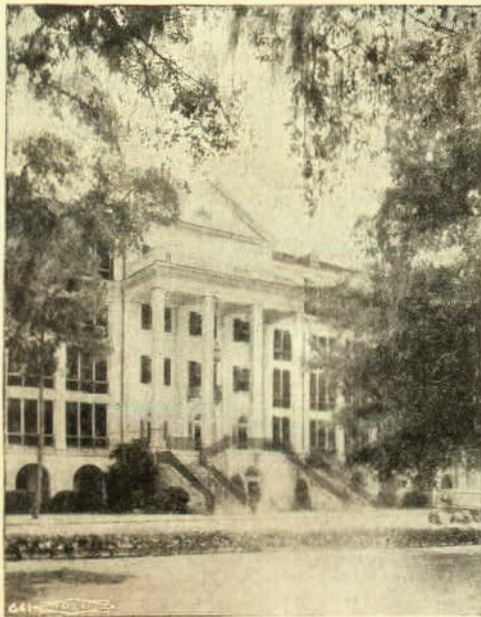
Sixteen of the 97 prewar hospitals are in communities of less than 1,000 population. Another 16 are in towns of 1,000 to 5,000. An additional nine are in towns of 5,000 to 10,000. But, of the 19 new hospitals already authorized by President Truman under the Veterans' Administration expansion program, 13 will be located near medical schools.

As of June 30, 1944, the Veterans' Administration had under its direct control a total of 97 facilities for hospitalization and domiciliary care of veterans, and in addition, it operated 44 hospitals of other government agencies and 134 civil and state institutions. The total veterans in all of these facilities at that time were 63,890 under hospital care and 8,647 under domiciliary care.

The present patient load is 90,000, according to General Hawley. Many veterans have been turned away in recent months because of lack of beds. At present there is an estimated shortage of 40,000 beds, 1100 doctors and 1100 nurses. About 1000 doctors now working in Veterans' Administration hospitals are on loan from the Army.

Building programs call for new construction during the next two years to cost in the neighborhood of \$450 million. These new facilities will provide 63,000 beds of all types. New hospitals and additions to old ones will provide 33,338 general medical and surgical beds, 18,433 neuropsychiatric beds,

(Continued on page 115)



Veterans' Administration Photo

VETERANS' HOSPITAL, BILOXI, MISSISSIPPI

WHEN General Omar N. Bradley was sworn in as Administrator of Veterans' Affairs, on V-J Day plus one, his immediate task was the expansion of the facilities and personnel of the Veterans' Administration to five times their pre-war size. Such expansion was essential to care for the additional millions of World War II veterans who are now eligible for medical, hospital and domiciliary care.

It is stated on reliable authority that almost 18 million men and women are now entitled to veterans' care for service-connected disabilities. This represents almost 15 per cent of the total population of continental United States in 1940.

General Bradley's Survey

After surveying the problem and consulting with experts in the Administration and in the United States Public Health Service, General Bradley came to the conclusion that:

1. In order to do the job efficiently and expeditiously he needed authority to cut the red tape which was hampering the operations of the Veterans' Administration and to streamline the administrative departments.
2. A separate medical department should be created in the Veterans' Administration and that agency should have the authority to hire and fire doctors, dentists, nurses and laboratory technicians independent of the Civil Service Commission.
3. New hospitals should be located near established medical schools in order to take advantage of the pools of expert medical skill which such schools tend to attract.

On January 3, 1946, President Truman signed the bill creating a medical department in the Veterans' Administration. The bill carries with it the right to operate this department independent of the Civil Service Commission. In the past, Veterans' Administration has not been able to attract competent medical personnel, because of low pay, isolated location of many facilities, and restrictions against medical research and experimentation. Now the medical department can set its own standards of eligibility and



Veterans' Administration Photo

VETERANS' HOSPITAL, TUCSON, ARIZONA

THE American Standards Association is a kind of holding company for all standards-making bodies in the engineering field in the United States. It is now trying to meet the trend of the times and to move into the international field. Since 1904 there has been in existence the International Electrotechnical Commission with offices in London. This commission has concerned itself with various matters looking toward closer relationships between engineering societies in the various countries. The following committees have been serving under the International Electrotechnical Commission:

1. International Vocabulary
2. Rotating Machinery
3. Graphical Symbols
4. Hydraulic Turbines
5. Steam Turbines
6. Lamp Caps and Holders
7. Aluminum
8. Standard Voltages and Currents and High-Voltage Insulators
9. Electric Traction Equipment
10. Insulating Oils
11. Overhead Lines
12. Radio-Communication
13. Measuring Instruments
14. Transformers
15. Insulating Materials
16. Terminal Markings and Other Identifications
17. Switchgear
18. Electrical Installations on Ships
19. Internal Combustion Engines
20. Electric Cables
21. Accumulators
22. Electronic Devices
23. Electrical Accessories
24. Electric and Magnetic Magnitudes and Units
25. Letter Symbols
26. Electric Welding
27. Electro-Heating
28. Coordination of Insulation

International Special Committee on Radio Interference

London Meeting

Now there is announced a meeting to be held in London May 27-June 8, 1946, to talk over questions of a proposed constitution for the new conference. The American Standards Association has cooperated in securing the establishment of a United Nations Standards Coordinating Committee. The personnel of the executive committee of the United Nations Standards Coordinating Committee is James G. Morrow, chairman, an American, P. G. Agnew, an American, Percy Good, P. Salmon, S. T. Shang and A. F. Torres.

For the present, the executive committee represents the countries of Brazil, Canada, China, France, Great Britain and the United States.

A recent bulletin of the American Standards Association reports on the international situation as follows:

356. Status of Reorganization of International Standardization Work (Min. 346, November 9, 1944). The United Nations Standards Coordinating Committee had just concluded meetings in New York. At these meetings there had been drafted a proposed constitution of an organization to be known as the International Standards Coordinating Association, and the whole international standardization question had been discussed. Copies of the proposed constitution were distributed with the agenda of the meeting, and the subject was open

International Activity

American Standards Association moves to meet trend. United Nations Standards Coordinating Committee comes into being. Labor not represented

for discussion. The chairman called upon Mr. Agnew who had been present at all of the meetings. Mr. Agnew said that he thought he could best outline what had been accomplished at the meetings of the United Nations Standards Coordinating Committee by reading from a five-page memorandum which he had prepared. In response to questions from Messrs. Hodgkinson, Moss, Turner, and Diserens, Mr. Agnew pointed out that it was proposed that the International Electrotechnical Commission operate officially as the electrical division of the International Standards Coordinating Association and that it retain all its functions and procedures. He did not think any changes in the statutes of the International Electrotechnical Commission would be required; the International Electrotechnical Commission might wish to make changes in time, but certainly none would be imposed. He pointed out that it was contemplated that the dues of the International Standards Coordinating Association would cover the financing of the operations of the International Electrotechnical Commission if the IEC agreed to become affiliated with the ISCA.

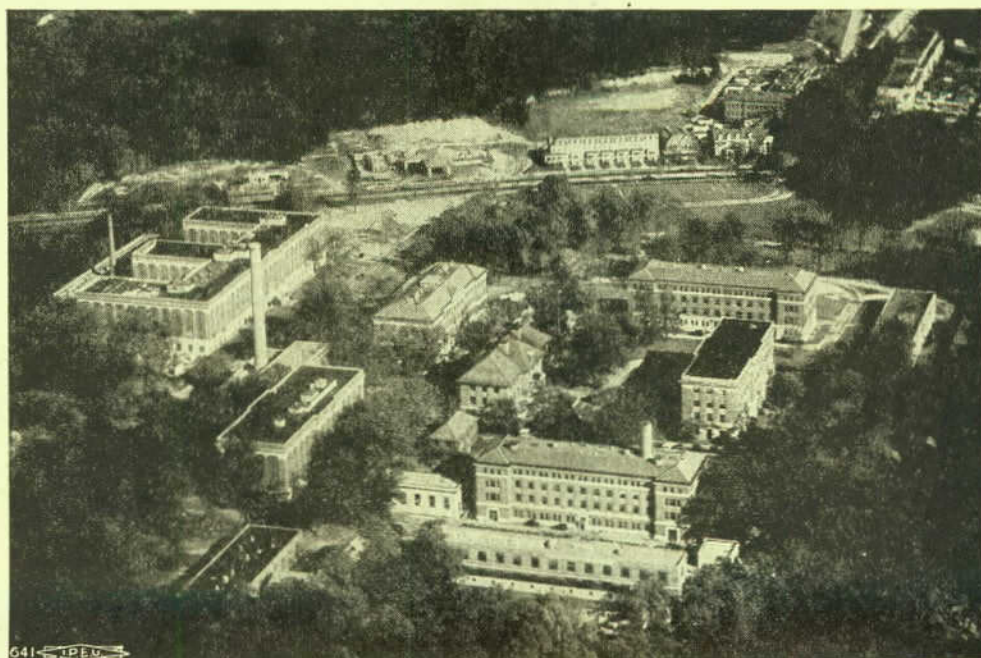
Discussion

Professor Turner asked whether the International Standards Coordinating Association was to be an actual standardizing

In CODE Field

body or an over-all administrative body. Mr. Agnew said there had been a long discussion on this point. The British had taken a firm attitude that it should not be a standardizing body. However, partly on account of the past work of the International Electrotechnical Commission, provisions had been made in the proposed constitution so that international standards could be issued upon unanimous consent of all of the national bodies. Mr. LePage asked if the International Standards Coordinating Association would be something analogous to the American Institute of Physics in this country which was an operating organization in this country for the various societies in the field of physics. Mr. Agnew said he believed it was the case insofar as the electrical work went. The idea was to make the International Standards Coordinating Association very flexible and be a sort of umbrella under which the various standards organizations would come. Mr. Osborne said he would like to discuss the kind of work to be done by the new organization, since he believed the methods of work should be satisfactory to the International Electrotechnical Commission and the proposed International Standards Coordinating Association. Mr. Good, Director of the British Standards Institution, had stated very frankly in parts of the discussion in the United Nations Standards Coordinating Committee meetings that he did not think the work which the International Electrotechnical Commission had done in the past, that of arriving at recommendations which represented the consensus of views of representatives of different countries should be continued, particularly if the document arrived at should be called an

(Continued on page 116)



UNITED STATES BUREAU OF STANDARDS

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Fascism Dies Hard An American captain just returned from Germany said, "We are not educating the Germans. The Germans are educating us." Soon after that, announcement of a poll of opinions of GI's in Germany showed the surprising fact that 17 percent of America's soldiers thought Hitler was justified in waging war.

Fascism dies hard. It is present in every democratic country in one form or another, and it is present in the United States. Hitler knew of this gap in democracy's defense and took advantage of it wherever he could. When he arrived in a conquered democratic country, he expected a strong fascist contingent to meet him at the border.

Fascism dies hard. It dies hard because it is linked with the greed, the lust for power, and the chicanery in human beings. Until men learn to live on a higher plane than mere materialism, fascism will always be present in democracy and will always strive again for complete dominancy and power.

Monopolies Since 1890 the politics of this country have turned on the relationship of monopolies to the people. The Populist Movement of the 1890's had this idea at its base. The progressive Bull Moose Movement campaigned on this slogan. Senator Robert M. LaFollette, Sr., based his whole life on this struggle. This has been the core of American politics. The picture has not much changed in the last 20 years. There is, however, a new feature in the picture. It is the fact that there is a closer cooperation between monopolies and the monopolistic corporations with each other. In plain terms, they have ganged up on labor and the consumer. They hope to be bigger than government. Make no mistake about it, that is their aim.

Where War Workers Go The United States Bureau of Labor Statistics has made an important and interesting study of war workers. They actually traced the destinations of quite a group of workers in a St. Paul aircraft plant following V-J Day. The results are interesting. Twenty percent of these workers were still unemployed in January, 1946, four or five months after the factory closed. Half of the workers found employment with other firms. Ten percent put themselves to work. The rest, 20 percent, which consisted mainly of housewives and students, have either not sought work or found work.

A further startling fact, however, is that those who found work are not on jobs at wartime pay. They are working 45 hours a week at an average of \$47.75. While the absolute earnings of this group are virtually the same as before the war, the group has suffered a marked reduction in purchasing power due to increased taxes and the sharp rise in consumer prices.

N. A. M. Leadership Taking a page out of Hitler's notebook, the National Association of Manufacturers has started a youth movement in the

* United States. They call their youth movement Junior Achievement. The Junior Achievement program is to be entirely supervised by business leaders recruited chiefly from the Reich. N. A. M. seeks three million members by 1950. They hope to train young people to run their own business. Youngsters are to be taught about raising capital, selling stock, to make advertising, sell their product and finally to dissolve the concern.

It is said that an active pro-Nazi member of big business is acting as advisor to the manufacturers in carrying on this work. It is also charged that the Junior Achievement people are supposed to oppose strikes and even act as strike breakers. The whole picture is not a pleasant one. The only solution of labor-management difficulties is true collective bargaining through union-management relationships such as those that have been set up in many businesses throughout this country.

Earnings, Then and Now Inasmuch as there has been little change in the picture since 1945, due to enforced strikes and malingering of big business, this analysis of wartime earnings by N. Arnold Tolles in the *Monthly Labor Review* has present interest:

In March 1945, gross average hourly earnings of factory workers stood at \$1.045 with weekly earnings, before deductions of any kind, at \$47.51. This was only a shade under the all-time peak in money earnings reached a short time earlier. In January 1941 average weekly earnings in manufacturing were \$26.61 and hourly earnings, \$0.683. The sharp wartime increase in earnings of individual workers reflected by these figures does not represent the true net gain in spendable earnings. In pre-war years almost all of the gross weekly pay of a worker was taken home, the only deduction from most pay envelopes was the one percent Social Security tax. During the war, the factory worker usually provided, in addition, for a sizable deduction for War Bonds, and in all cases, he was liable for income taxes. These various deductions cut sharply into his spendable or "take home" pay and, dollar for dollar, the pay of an employed worker bought considerably less than in early 1941.

A very substantial proportion of the wartime increase in average factory earnings was of an ephemeral type doomed to vanish with the war's end. Part of the increase in weekly earnings, 30 percent in the case of those who worked 48 hours per week and more for those who worked longer hours, was attributable to overtime above the usual 40-hour week. Another considerable part of the rise in the over-all average resulted from the large scale shift of employment from low-wage light manufacturing

to the relatively high-wage metal industries. In addition, there was widespread upgrading of workers to meet the special needs of war production, unusual liberality in granting merit increases by employers faced with manpower shortages, "loose" piece rates or incentive standards on military products, and differentials for work on second and third shifts.

With the end of the war, hours declined, many workers released from wartime metal-working plants returned to light manufacturing and to even lower-range trade and service industry jobs, and the upgrading process was reversed. The benefit of merit increases was kept only by those who retained their jobs. Production of many of the military items carrying high piece rates ceased, and shift differentials largely vanished with the military urgency that had introduced round-the-clock operations.

Dan W. Tracy Dan W. Tracy, former president of the International Brotherhood of Electrical Workers, then First Assistant Secretary of Labor, has left the Government. Friends in the Government gave him a dinner recently in Washington and praised him highly for his excellent record in the responsible position he held in the Department of Labor.

These friends pointed out that Mr. Tracy was a learner. He showed remarkable progress in mastering the intricacies of the job and brought to that job a sense of fairness and tolerance. Mr. Tracy himself said at this dinner, "If I had held the position of Assistant Secretary of Labor before I was president of a great union, I would have been a more competent president." He probably meant by this he would have had a broader grasp of the problems of all the people. The fact is that unions are now no longer private institutions, but semi-public institutions.

Ray Scott Ray Scott, editor, *Brotherhood of Locomotive Firemen and Enginemen's Magazine*, sends a sharp letter of protest to *Reader's Digest*.

I regret that the *Reader's Digest* has seen fit to publish in its February, 1946, issue an article in which various misstatements appear concerning organized labor. As editor and manager of the *Brotherhood of Locomotive Firemen and Enginemen's Magazine* I refer specifically to inaccuracies that appear in the fourth paragraph of the article entitled "Labor Is Big Business" which begins on page 118.

In the first place, there is no organization, in so far as I know, with the name "Brotherhood of Locomotive Firemen and Engineers." If the Brotherhood of Locomotive Firemen and *Enginemen* is intended the article is in error when it refers to the organization's having owned coal mines. It has never owned any mining property nor has it ever had any such labor controversy as the one to which reference is made.

Certainly if there is no such organization it could not have assets of \$30,000,000. If the intention was to name

our brotherhood the figure is in error—its assets are substantially greater—but it is manifestly, grossly misrepresentative of facts to confuse the reading public with the implication that these funds are available for use in financing wage negotiations. They are, nearly all, practically speaking, insurance reserves which under the various laws under which organizations such as our function must be retained for no other purpose.

The appearance of such inaccuracies and implications in one paragraph leads one to suspect other statements contained in the article as being erroneous or designedly deceptive. As they relate to other organizations, however, I withhold further comment and leave it to persons more familiar with those organizations and their functions to discuss at their convenience and in their own way the matter regarding them included in the article.

It is unfortunate that the author who apparently ranks high in the journalistic field, since he is shown as holding the important position of labor editor of the *New York Post*, did not when writing the original article find it advisable more fully to inform himself on some of the matters he discusses so nonchalantly. Then, before printing the original article the *American Mercury* might well have taken the precaution of ascertaining whether the statements made and figures used were authentic.

With such eminent authority for the statements and figures it is not surprising that the *Reader's Digest* used them as they appeared in *American Mercury*, from which periodical the article was condensed, providing of course it was the editor's desire to run an article smearing labor. Tending to shed an unfavorable light upon organized labor as a whole, publication at this time of the disparaging article can be looked upon only as an attempt to sway public opinion against the masses of workers who are endeavoring to secure a wage standard more in consonance with their productive ability and the advanced and ever-increasing cost of living. Otherwise there would seem to be no point in using this character of material even though all the facts were verified. *Reader's Digest* has too many desirable and attractive features to risk alienating a large segment of its readers by publishing matter with so decidedly an anti-labor slant.

Congressional Bottleneck The salient fact about democracy is the rule of the majority. Daily Southern senators rise on the floor of the Senate to defend what they call democracy, and yet they are not averse to waging a filibuster against the rule of the majority in the Senate. A cabal of six senators was able to interrupt the course of legislation and to defeat it. These six senators do not even represent the majority of the populations in their own states. They represent a minority. They have now brought this minority point of view to the ascendant position in the Upper House. Democracy is being undermined. Every thoughtful American who faces these troubled times realizes now that the true bottleneck to progress lies in the Congress. Subversive tactics and fascistic strategy are too often allowed to triumph over democratic processes.



WOMAN'S WORK

IS THERE A NURSE IN THE HOUSE?

By A WORKER'S WIFE

THESE winter months with their attendant ice and snow bring many spells of sickness into the home. Colds and flu seem to run rampant and then, too, it is hard to tell when one of the children will come down with the measles or chicken pox or some other childhood disease. The first call in a case of illness is for "Mother!" and it is well if mother knows a little bit about nursing and how to care for an ailing family. The woman's page this month is devoted to home nursing hints and helps.

First off let me recommend to you, taking a Red Cross Home Nursing Course if you can possibly do so. This course is still being given in many cities and it would be well worth your while to take it. The practical training and information given by registered nurses may prove invaluable when sickness attacks your home.

That Ounce of Prevention

The very best way to take care of your family with regard to sickness—is to prevent them from getting sick. Proper diet, home cleanliness and personal cleanliness for each member of the family are the essential factors in keeping the family well. But sickness does often invade even in the best of families and for that reason there are four things that every potential nurse should know:

(1) How to observe signs of illness and how to report them accurately to the doctor. (All signs of sickness of any degree of seriousness should be reported to the doctor at once. Never delay or attempt to treat the patient without getting medical advice. You may do a great deal of harm.)

(2) How to carry out the doctor's instructions intelligently.

(3) How to keep a sick person clean and comfortable.

(4) How to protect other members of the family from contracting a communicable disease from the sick person.

There are many symptoms which are signs of illness and which are usually obvious to an observer: color of skin, skin eruption, posture in walking, sitting or lying down, loss of weight, unusual facial expression, listlessness, increased pulse or respiration, shaking chills, discharge from nose or eyes, a cough and sometimes others. Symptoms that are noticeable only to the sick person himself are pain, nausea, chilliness, dizziness, weakness, etc.

Mothers must remember that babies and small children are not able to describe their feelings so they must learn to recognize the location of pain or discomfort by their behavior.

The temperature or body heat of a person is an excellent guide to a doctor in diagnosing an illness and judging its progress.

Normal temperature is 98.6 degrees. It is important for everyone to know how to take temperature. Normally, this is done with a thermometer by mouth, except in the case of babies and small children when rectal temperature is taken and in other instances when axillary temperature (thermometer inserted under arm pit) must be employed.

How to Take Temperature

Procedure for taking temperature by mouth will be given here as that is the method used most generally.

Wash hands with soap and water. Grasp the thermometer at the end opposite the bulb. With a quick snap of the wrist shake the mercury down below the 96 degree mark. Rinse the thermometer under cold running water. Place the bulb in the patient's mouth well under the tongue and instruct him to keep his lips closed. Leave the thermometer there for three minutes. Remove the thermometer and wipe with cotton or tissue. Locate the point where the mercury has stopped and record the temperature. Wipe the thermometer well with cotton moistened with soap and water. Rinse under cold running water. Place thermometer in a glass of 70 per cent alcohol (bathing alcohol) for at least 3 minutes. Wipe dry with clean cotton and return to its case or box. Then wash your hands with soap and water.

When you have illness at home and call the doctor, the first thing he will ask you is—has the patient a temperature? Know how to take this temperature and you will save yourself worry and the doctor many needless trips.

Pulse and Respiration

It is important to be able to take pulse and respiration rates too. For this you must have a watch with a second hand. To take pulse—place two or three fingers on the inside of the patient's wrist, just below the base of the thumb. As soon as you feel the beating artery, start counting the beats and count for a minute. The normal pulse rate for adult men is 70 beats per minute and for a woman 75 to 80 though there are many variations which are normal to the individual concerned. Children's pulse rate is much higher. Note any irregularity in taking pulse as the normal pulse is as regular as a clock's ticking. Respiration is the rate of breathing and for normal adults at rest is 16 to 20 times per minute.

Here is a little schedule to use as a guide to a sick person's care. It will naturally vary according to the nature and severity of the disease.

Sick Room Schedule

(1) Before breakfast care which includes a glass of water or a hot drink, face and

hands washed, mouth and teeth cleaned, toilet or bedpan, and bed straightened.

(2) Breakfast.

(3) Bath and bed made.

(4) Temperature, pulse and respiration if ordered by the doctor.

(5) Medicine and treatment if ordered.

(6) Occasional toilet care.

(7) Midmorning and midafternoon nourishment.

(8) Lunch.

(9) Visitors, if permitted, and in convalescence, light occupation or diversion.

(10) Naps or rest periods, both morning and afternoon.

(11) Patient and room put in order before supper.

(12) Supper, face and hands washed.

(13) Evening care, face and hands washed, back rub, mouth and teeth cleaned, toilet or bedpan.

(14) Sleep and night care, if necessary.

If these main duties are arranged at a definite time, other household duties can be fitted around them, and the home nurse can use her time to best advantage and the patient will profit by the regularity of schedule.

Children's "Sick Box"

One of the main difficulties that mothers have to face in caring for small children is keeping them quiet and amused while in bed. I have what I call my "Sick Box." All during the year I pop odds and ends of things into a large box and I bring it out whenever illness strikes one of my children. There are pictures to cut out, bright scraps of paper, old Christmas and birthday cards, paste, crayons, buttons, bits of colored cloth, modeling clay, little dolls, beads, empty scrapbooks, notebooks, puzzles, comic books—all sorts of items from home and the 10-cent store. There are things to do and make for many quiet hours and sometimes I think my youngsters almost want to be ill, they enjoy my "Sick Box" so much. Gifts the family can bring a sick child might include a fast growing bulb in a bright dish, a live goldfish in a bowl—things that may be watched with interest from day to day.

There is very little in the way of nursing procedure that we can cover in this one short article but I would like to give some pointers on how to isolate patients ill with communicable diseases, for the protection of yourself, the rest of your family, and indirectly your community. The patient should be in a room by himself with only the doctor and the person caring for him entering this room. Germs must be prevented from leaving the sickroom on hands, linen, dishes, food, body discharges or flies.

This sounds difficult but it is not so hard if the nurse just remembers that anything

(Continued on page 111)

CORRESPONDENCE



NEW JERSEY STATE ASSOCIATION MEETS

Editor: On Wednesday, December 12, 1945, the New Jersey State Electrical Workers Association was honored by a visit from International President Ed J. Brown and International Vice President William D. Walker.

Delegates representing 40 local unions in the State of New Jersey attended the luncheon meeting which was held at the Robert Treat Hotel, Newark, N. J.

With the exception of the reading of an arbitration decision in favor of the Brotherhood involving 16 local unions and the N. J. Bell Telephone Company, the entire session was devoted to the special occasion.

President Ed J. Brown and Vice President William D. Walker were given a rousing ovation by the delegates present.

The president of the state association, R. A. Jahn, introduced Vice President William D. Walker who addressed the gathering and reported on his activities as a member of the code committee. He stressed the support the Conference of Mayors and the electrical inspectors had given the I.B.E.W. Brother Walker also reported on the fixture conference which was held in the city of Milwaukee and which laid plans to coordinate country-wide fixture activities. He thanked the local unions in the State of New Jersey for their fine spirit of cooperation and support since assuming the vice presidency of the third I.B.E.W. district.

International President Ed J. Brown was introduced to the delegates by Vice President Walker who stated in his introductory remarks that the Brotherhood was indeed fortunate in having as its leader and president a man of Brother Brown's caliber. Brother Walker paid tribute to President Brown's achievements and thanked President Brown for the cooperation and support extended to him at all times.

President Brown addressed the delegates and held their attention for one hour and 30 minutes. He covered such topics as the Wage Adjustment Board, jurisdictional problems, inter-local cooperation, pensions, veterans, contractual obligations and pending labor legislation.

President Brown pointed out the need for inter-local cooperation, stressing that basically the problems of the various branches of our industry, manufacturing, communications, utilities, building construction, etc., were inter-related. President Brown showed how the problems and activities of the various branches of our industry were coordinated through the International Office and urged the extension of same on a local basis.

President Brown reported that the membership of the I.B.E.W. had been increased by 300,000 members since 1929 and that he was looking forward to greater progress in organizing, signaling out the electric utilities, communications and manufacturing branches of our industry.

The building construction local unions were urged to provide for the admission of new apprentices and the institution of apprentice-training programs. He pointed out that the average age among those participating in the pension fund was ever increasing and stressed the need of apprentices to not only provide the mechanics of tomorrow, but also lower the average age of our pension group, thereby making it more secure.

In the matter of jurisdictional problems,

President Brown reported that the Electrical Workers had been successful in winning a large percentage of their cases. He pointed out that as a resident member of the building trades department, he is called upon to act and decide upon many jurisdictional disputes in connection with the building industry.

The Brotherhood is not afraid of a fact-finding committee, said President Brown, in discussing pending legislation. In discussing anti-strike legislation, President Brown stated that the Brotherhood's policy was to avoid strikes if possible, but if everything else failed then he did not want anyone to tell us we can't strike. The right to strike, labor must always retain and we must be on guard to oppose any move on the part of people not favorable to labor to attempt to take that right away from us.

President Brown praised Vice President Walker stating that he was doing a good job. He also thanked the New Jersey State Electrical Workers Association and the local union delegates present for the invitation to attend the meeting.

Guests besides President Brown and Vice President Walker were as follows: J. Rogan, secretary, Pennsylvania State Electrical Workers Association; Phil Ferrara, S. J. Cristiano, William Beedie, Ted Naughton and William J. Walsh, all from Vice President Walker's staff, and Frank Hickey, Harry Dove and Edward Benz, from the Public Service System Council, and David Silver, attorney for the state association.

The following local unions were represented: B-102, 269, 262, 52, 211, B-439, 400, B-358, B-675, 210, B-1408, B-1273, B-1164, B-868, 164, B-1345, 592, B-1083, B-1035, B-1356, B-1068, B-730, B-1355, B-1368, B-1309, B-1314, B-1320, B-1329, B-1296, B-1330, B-1338, B-1159, B-1453, B-1444, B-1104, B-987, B-921, B-1477, 581 and 1467.

Delegates attending were as follows: Larry B. Rutledge, G. S. Adair, J. A. Turner, O. B. Allen, L. G. Rankin, A. C. Lockwood, Samuel Moskowitz, Frank J. Weber, B. W. Brace, A. V. Caldiero, James Doyle, Mary J. Garry, Andrew J. Mulrain, James Phelan, Russel Bowkett, Stanley Phipps, William Hayes, W. N. Hughes, C. A. Skillman, Berry F. McCarty, John Ogle, C. F. Van Liew, W. J. McDermott, Charles Richardson, Edward J. King, Paul W. Morris, Eugene Lynch, Sol Miller, John A. McWilliams, Helen T. McMahon, Howard Jordan, M. J. Gardinier, Nat Monticello, Ann Maurer, Edward Pecora, Harold A. Pierson, J. Moran, R. A. Jahn, Wm. F. Shaffer, David Silver, F. Schwickerath, John J. Doran, Philip Kelly, I. W. Coleman, John B. Boll, Sherman G. Kisner, Al Hutloff, G. A. Stryker, Perry Crotty, John N. Gasko, Charles R. Campbell, Nicholas T. Derrico, Joseph Dolinich, John Sernyak, Chester Fisher, John Bassarab, Jr., George Renz, Harry Baldauf.

S. J. CRISTIANO, Secretary.

L. U. NO. 1, ST. LOUIS, MO.

Editor: We do not like strikes as they are costly and often unnecessary, but did you Brothers ever try to dope out who is at fault 99 per cent of the time? It takes a true American union man with a family to vote for a strike, as he knows by his vote he is stopping his income which is so vital to keeping his family. Big business is always trying to strike down the working man and is spending millions of dollars to get non-union laws passed, so when you fellows see in the non-union press about this strike and

that one, please remember these brave people are carrying the ball for us and don't believe what you read as it will be mostly lies.

What we need most of all in this great country is a merger with the C.I.O. and when they are in trouble we should help them and when we need them they should and would help us. In other words all working people—men and women—should be in one labor union with all contracts ending June 15, because it is easier to be out of employment in the summer than in the dead of winter. My hat is off to the brave strikers we see these bitter winter days patrolling their posts. They remind me of soldiers doing their duty.

We are glad to see so many of our grand young fellows coming back to us. It gives me personally much pleasure to see these fellows placed on jobs around here and if they think we don't enjoy taking care of them they are mistaken, so fellows, in Local No. 1, if you want anything we are able to do for you, do us the favor and ask for it. We are now and always in your debt.

Local No. 1 has all its young men from the war banded together in their own American Legion Post—meeting in our hall. We hope they have lots of luck because they are a grand bunch of fellows. The writer has been a member of the American Legion for the past 25 years. One idea behind joining the American Legion is to find out what the other fellow who is not union-minded is thinking and doing about you.

Labor in St. Louis has lost a great leader in the death of Jimmie Burke, of the Milk Drivers' Union. His loss will be felt by us who knew and admired his able leadership.

Working conditions are bad at present writing, but a boom is on the way. However, we can use some tube benders at once—up to \$2.00 per hour is the going rate of pay—so if any of you fellows are tube benders, contact the writer at once.

LEE KILLIAN, P. S.

L. U. NO. 3, NEW YORK, N. Y.

Editor: Congress has been in session for two weeks and so far the most noticeable development has been the filibuster in the Senate chamber, by the poll tax Senators, against the bill to establish a Fair Employment Practices Commission thereby blocking action on much needed reconversion legislation.

When the rule for unlimited debate, in the Senate, was established by the founding fathers, we are sure, they never intended that it was to be used to force the will of the minority, and a small one at that, on the majority. It is a good rule when properly used and could never be misused if the majority of the Senate (two-thirds) were really interested in the welfare of the nation instead of playing dirty politics. Apparently it is preferred to play a waiting game to see if those carrying on the filibuster will eventually tire of talking thereby making it unnecessary to vote for cloture. At the moment there are about ten Senators lacking the necessary courage to make up the two-thirds vote to limit debate and they are probably looking for support from this filibustering minority for some of their own pet legislation.

In the House Labor Committee, the fact finding bill, requested by President Harry S. Truman and, incidentally, condemned by the A. F. L., has been shorn of its strength and it is expected that the Rules Committee will provide a rule permitting this bill to carry all kinds of anti-labor legislation.

It is even possible that this method may be used to foist some parts of the completely objectionable, to labor, Ball-Burton-Hatch Bill on the people. The B-B-H bill was first introduced June 20, 1945, and was mentioned in our letter in the August, 1945, JOURNAL. It met with very strong opposition and for a time seemed to have been sidetracked. Lately there have been signs that its resurrection will be attempted. As an example; one of the conservative New York newspapers has run at least two editorials recently advocating the enactment of certain clauses of the B-B-H bill without mentioning the bill by name. Not the least of these clauses are: revision of the Wagner Act and making unions subject to anti-trust action. Just take a minute to analyze what these two items alone, if enacted, would do to organized labor.

President Harry S. Truman, in his speech of January 3, 1946, asked the people to write to their congressmen asking support for the President's program. At the regular meeting of L. U. No. 3, I.B.E.W., held January 10, 1945, Business Manager Harry Van Arsdale, Jr., requested the entire membership to write their congressmen condemning the Ball-Burton-Hatch Bill in particular. We do not know how many did or did not respond to these pleas, but we do know that newspapers have reported that the response to the President's plea was very poor. We know that for some unknown reason most men hate to write letters but that they can and do write when they realize the importance of it. Brothers, the legislation being proposed in Congress right now is of "top importance" as they say in the Army. It can make or break us. Forgive us if we seem to harp on this subject but it is not a thing that we can do for you. It would not have the effect. Therefore, rub the rust off that old pen, swipe a piece of paper from the wife or the best girl, and get that letter off to Washington at once. It won't be too late because our dear congressmen do not work that fast. When you have done this you will be repaid by the wonderful feeling of having done a good job when it needed doing.

FREDERICK V. EICH, P. S.

L. U. NO. 7, SPRINGFIELD, MASS.

Editor: It seems to the boys overseas that they are wasting good time. They are not doing anything and they want to come home. General Eisenhower says that the men are in the wrong. He compares the men loafing overseas to firemen playing checkers between fires. With all due respect to the general, it seems to me to be a very poor comparison. Firemen are always ready to fight fires. They, however, give a great deal of their time to fire prevention work. They study the causes of fires and then in many ways work for the elimination of the hazards.

The War Department has no such attitude. It gives no thought to war prevention. Their job is to win the war when it comes. If their efforts bring war nearer, so much the better. The making of atom bombs, testing the bombs on battlefields, working for peacetime conscription—are not the proper steps to bring world peace.

The traditional cartoon anarchist is a man throwing a bomb. That's what war is, anarchist activity. Let's substitute law and order in world government for the present anarchy and there will be no war.

In *Collier's* for January 19 I read that Russia still suffers "from the thousands of derogatory newspaper stories which her enemies concocted and managed to have published during 1917-1918. The United Press made a secret investigation at the time and found that 95 per cent of the lies had originated in Finland, Latvia, Poland and Rumania." The campaign of lies against the Russian workers started then is still going on as the following item from *The Nation* shows: "An Army officer who taught political warfare to G.I.'s at a camp in the Southwest, gave an examination to 300 prospective trainees. Part of the test was a word association affair. The three responses most frequently scribbled in reaction to the word



NEW JERSEY STATE FEDERATION BANQUET

'Russia' were 'anarchists,' 'godlessness' and 'free love'."

To hear "big business" tell it on the air, the public's interest and benefits for their employees are their main worries. Actually their only interest is in the accumulation of money they do not need and in the acquisition of power they are not wise enough to use. Nothing is too low for them. The Association of Limb Manufacturers, 45 corporations and 35 individuals, were recently indicted by a Federal grand jury for conspiracy to fix "high, artificial, unreasonable and non-competitive prices" for artificial limbs. This group makes 75 per cent of the limbs and 90 per cent of the parts and accessories used in the artificial limb business. Attorney General Clark says that war veterans are forced to pay high and non-competitive prices when they buy direct from manufacturers, and the Veterans Administration is not permitted to make artificial legs and arms. The Veterans Administration, as well as state agencies, are forced to pay non-competitive prices; charitable institutions are prevented from making limbs for indigent persons free of charge, and the development and improvement of artificial limbs are impeded. The profit motive sure brings the "best" out of people!

I. S. GORDON, P. S.

L. U. NO. 27, WASHINGTON, D. C.

Editor: Let Joe do the hard work; this seems to be the trouble throughout the land, so here goes—

On Friday night, February 15, 1946, we will have another big organization meeting, refreshments, good speakers, and many new faces from the outlying stations in our jurisdiction are expected to be present. At our last big meeting of this sort we gained over 25 new members, so here's hoping we will do as well this time. We want to thank the I. O. for its help in this endeavor.

For the good Brothers of all the locals, we offer this bit of information, to impress the seriousness of studying electronics. This new tool has a range far greater than any we have had in the past. During the war most of this equipment was kept secret, and a group of engineers were about the only ones who had access to the workings of most of the secrets of this equipment. Now the information has been released and it is up to the electricians to take every advantage of it. If this is not done we will find the college-trained men will take the cream out of our trade. Our classes are held twice each week at Bell Vocational Training School—free. It is surprising to see the interest shown at these sessions. A vote of thanks goes to Brother Mahaney for his good work in helping to make our men better fitted for the future. A new station is being built at White Oakes, Maryland, and we want to thank the electricians for doing a good job if it. Let's see these men, along with the men

from Cedar Point, Maryland, come to the regular meetings of this local union.

ROBERT W. SISSON, R. S.

L. U. NO. 28, BALTIMORE, MD.

Editor: This being the first peaceful holiday season in four years, gives us a good reason to enjoy the love and good fellowship of mankind throughout the world. When we have the opportunity to welcome a member or his son home; to see the expression of satisfaction on their faces it somehow gives one a warm feeling inside.

At our last meeting we were glad to welcome home Brother Thompson, and we share the business agent's joy in having his son back home.

We are starting the New Year educational program for all members with a series of picture slides on electronics, accompanied by sound recordings which explain each slide in detail. These pictures are shown after the meetings are over. We also have a lecture and open discussion on the subject of each lesson. I feel with the increasing use of electronics in our field these studies are essential as well as interesting, and it is important that we all take advantage of this opportunity. Electronics is also included in the apprenticeship training course.

The enrollment in our apprenticeship training school, is increasing rapidly with the return of so many of our boys from the services.

Although General Motors strike is still in progress, we are fortunate in having other branches of industry to rely on while postwar programs are moving along smoothly. According to Government statistics, construction work is one of the best wage-earning fields and should be safeguarded by organized labor to protect our own interest.

With increasing labor problems throughout the country, it would serve us well to maintain the highest standards as we have done in the past. Only through these efforts will we be able to have unity between labor and management.

KENNETH DAVIS, P. S.

L. U. NO. 58, DETROIT, MICH.

Editor: One of the most important decisions our local's administration currently has to deal with is the status of the returning veteran. Each case is a problem of and by itself; and the tendency to oversimplify the solution by treating them all alike can possibly lead to some injustice in one case, while perhaps being too liberal in another.

The present policy is to give each returning apprentice one full year of credit without exception; which perhaps in the over-all picture is the fairest and most satisfactory arrangement to all concerned.

Ideas have been expressed embodying one extreme to the other: that no credit time should be given at all; and on the other hand, that every

apprentice who entered the services should be allowed to take his examination for journeyman as soon as he returns. Obviously, the correct answer must be somewhere in between these two.

The elements which enter into this solution are many. There is the veteran's own ability and desire in the matter. Most of our boys have been entirely away from any contact with electrical experience during their service and it will take some months for them to reorient themselves to working at the trade. Most of these are anxious to just pick up where they left off; and with special care and coaching will try their utmost to shorten the time necessary to prepare them for examinations. To these, the one year of credit extended them finds them wholly satisfied.

On the other hand, a few of the boys who have been doing work of an electrical nature, although it may have had no relation to building construction, feel that they are entitled to more than one year. To these it is explained that much as we might agree with them that they are ready and eligible for examination, the manifold complications which would result from giving more time to one than another, and the imaginary injustices which would most certainly be conjured up in the minds of some, make it wholly inadvisable to deviate from the 12-month rule.

Then there is the opinion of the contractor with whom we have certain agreements. Much as he is willing to employ or re-employ the returned veteran, he still has to meet his commitments which were estimated on skilled labor. Too many "returned journeymen" on his payroll would defeat the very purpose of doing his utmost for the returned veterans.

The main thought which we as union members should try to keep in mind is that everything we do now will decide the success and strength of this local 20 years from now. It is easy to flash a flag and shake hands with a returned uniform with rows of service ribbons, and flamboyantly beat our breasts in our great, g-r-r-r-eat concern for his immediate welfare. But these returning apprentices will be the local of tomorrow; and it is up to us now to see that we build them in solidly.

One more thought: the Federal Government makes very substantial contributions to the returned lad during the term of his apprenticeship indenture period. Any shortening of that period hastens the day when he will be entirely on his own. If he finds himself unprepared and unemployable and without any Government subsidy, he will be very bitter at somebody—and it might be you.

LEONARD SMITH, P. S.

L. U. NO. 66, HOUSTON, TEXAS

Editor: While labor all over the country was being forced to strike to secure wage raises we were fortunate in getting substantial raises for our members. We have recently signed two new contracts, one with the Houston Lighting and Power Company, for whom about 1,100 of our members are employed, and one with the electrical contractors, for whom our construction linemen are employed. The new contract with the power company calls for not only more money, a 15 per cent increase, but new gains in conditions as well. Included are two weeks vacation, 90 days sick leave, pay for jury duty, and other features which we consider make it one of the best utility contracts in the country. The contract with the electrical contractors calls for an increase from \$1.62½ an hour to \$1.75 an hour, with the restoration of double time for all overtime and work for aged members. The gains made in these contracts were the result of months of hard work and negotiations by our business manager, A. J. Bannon, and were signed without the loss of an hour's time or an hour's pay. B-66's policy of cooperation with our employers and living up to our contracts without work stoppages has paid dividends both to us and our employers and, as a result, we have enjoyed years of valuable cooperation with our employers and look forward to a continuation of this policy.

A large number of our members in the armed services are back with us and on the job again,

and every day more return to take their place as a cog in the vital electrical industry. B-66 is very proud of the record of its membership in the armed forces, and is giving these returned veterans special consideration. We now have a resolution before our bylaws committee, asking for a change in our bylaws to aid veterans by eliminating differences of initiation fees of returning members and reducing the fees of applicants with overseas service. The organized plot by the brass hats of the Army and Navy to turn the veterans against organized labor has backfired, because the returning vet is finding out that organized labor is his best friend. He is finding out that the huge wages he was told about are myths, and the steady increase in the cost of living has caused him to depend on organized labor to fight his battle for him to get a decent wage to maintain a decent standard of living for his family.

President Truman's proposal for compulsory health insurance is being throttled by the powerful lobbyists of the American Medical Association. These same lobbyists who yelled so loud for regimentation for labor are thunderstruck at the idea of the Government's stepping in to guarantee medical care for the millions of Americans who cannot afford it. They would rather see thousands of sick Americans die every year than give up their practice of gouging the public on medical fees and hospitalization.

The book "Texas Brags," which seems to be one of the best sellers here, tells of the things Texans are proud of and like to brag about. One thing Texas cannot brag about is our politicians. Three shining examples of why we cannot brag on our politicians are our two U. S. Senators, Tom Connally and W. Lee O'Daniel, and our Lt. Governor John Lee Smith. They have consistently fought labor and have never offered a constructive solution to remedy our problems. Tom Connally's vicious anti-labor Smith-Connally Act was co-sponsored by our own Tom, who now admits that it is a complete failure. Connally's leadership of the powerful Foreign Affairs Committee is another failure. Our foreign relations, or rather the lack of any, threaten to engulf the whole world into another war.

Our meddling in China, our namby-pamby handling of the Japs and Germans, our coddling

MEMBER OF L. U. NO. 3 HONORED



Brother James A. Cooke, member of L. U. No. 3, New York, New York, since March 1, 1928, has recently received from the Secretary of War, the Manhattan District Special Award in recognition of "effective performance of service" while working at the Atom Bomb Project, Oak Ridge, Tennessee. This project was carried on within the jurisdiction of L. U. No. 760. Brother Cooke was employed at the Manhattan District by the Watson Flagg Engineering Company. Honors like this which come to our members are a tribute to the workmanship and integrity of the Brotherhood.

of the English, and the deliberate attempt to force us into a war with Russia are some of the results of Connally's leadership. Senator O'Daniel is too busy evicting tenants from a 40-room apartment house he bought in Washington to snipe at labor. In spite of the serious housing shortage in Washington, he needs all 40 rooms for his family. O'Daniel and Smith are about through, because the funds they received to fight organized labor are being cut off. This was supplied by business men who hated Roosevelt, his labor party, and his social legislation. Since Roosevelt is dead, they are no longer interested, and you can be sure that O'Daniel and Smith are not going to do their labor sniping without pay.

Now that the ban on conventions has been lifted, and we are to have our International Convention soon, there is one matter to come before the convention we are vitally interested in, which is the resolution to group all the outside Electrical Workers under a vice president, on the same order as the railroad locals under Vice President Duffy. We believe this will not only work out for the best interests of the outside members, but for the International as a whole. This set-up would greatly reduce jurisdictional disputes which have hurt our organization as well as all A. F. of L. organizations. It would enable us to reach into the utility field farther, because our contracts with the utilities vary greatly from one section of the country to the other. If we were grouped under a vice president who was experienced in the handling of utility and outside contracts we believe the different utility contracts could be leveled up. The low scale called for in some power contracts has resulted in the raiding of our organization by the CIO, which has found a fertile field in our low-paid utilities. I am sure that no member of the IBEW, be he wireman, radio man, railroad man, or lineman, would want to see the utility field dominated by the CIO. The linemen of the IBEW have fought side by side in the past to help their Brother wiremen, and now ask them to give us a hand to fight the CIO inroads, so we can make the IBEW bigger and better than ever.

We lost by death last month one of our oldest members, Brother Johnny Luckie, retired city electrician. Brother Luckie had been a member of B-66 since November 20, 1899, and was well loved by all our members. Brother Dooley Riggs was severely burned, losing his right arm at the shoulder and left leg above the knee.

LUKE GALLOWAY, P. S.

L. U. NO. 70, WASHINGTON, D. C.

Editor: It is maple sugar time in New England, in ol' Kentucky thoroughbred colts are being broken and trained, while on the Mohave myriads of blossoms riot in colored profusion. The wintry days end in March and the windy days begin. Along with the March breeze I blow in, bearing glad tidings of Local 70—a very fine local.

Bill Bollier, our active business manager, just called to inform me that he has successfully negotiated our contract with the E. C. Phillips Construction Company, Waldorf, Maryland. The new rate for linemen will be \$2.25 an hour, \$1.75 for winch operator, \$1.50 for truck driver, \$1.25 for groundmen, and \$2.00 an hour for line-clearance work. This new rate will prevail on the construction and re-phasing of the 6900-volt line in and around Leonardtown, Maryland.

Up from the Patuxent Naval Air Center, Francis ("Joe") Catricola dropped in to see what the gang was doing, and to pay his respects to his old friend, Vic Baechtold. I hadn't seen Joe since that summer two years ago when I ran into him and beautiful Mrs. Catricola vacationing at North Beach. Joe gave with the news. He is maintenance electrician in the Diesel power plant under a civil service appointment. Joe said, "It's a good job under the best working conditions I've ever had. I have two of the swellest bosses I've ever worked for, and everything is hunky-dory." So, Foreman

Ed Koegel and Quartermen Ken Blaine, stand up and take a bow—a good reputation does also get around.

In Joe's company were Charlie Choate (thanks for the three bucks, Charlie) and Vance Neil, linemen with the Air Center's maintenance and construction crew whom we "long time no see."

Frank N. Roy, former electrician with the 72nd NCB (Seabees), who saw service and action in Hawaii, the Marshalls, and the Marianas, is back on the job with the Asplundh Tree Expert Company doing line-clearance work on PEPCO property. Frank was at one time our vice president. Ex-Sgt. Maurice Toole, who also served in the Pacific Theater, and Malcolm "Red" Hoxie, technical sergeant in the ETO, are back in line-clearance, too. The above three, as one man, said, "Glad to be back!" And we're glad to have you boys back—back home and back into the activities of your own Local 70.

What is job evaluation? Job evaluation is still going strong at PEPCO. Is job evaluation something new? I think not. Like many similar projects of the past under a variety of high-sounding titles, job evaluation seems to be a soulless survey engineered by the calculating mind of an engineer. The human factor on the job is zero factor. The human factor—that uncertain, unpredictable human element capable of thought, reason and action is given no consideration. Eliminate the human factor from a job and there is no job.

Local 70 extends its membership to Francis R. Vroom and Phillip J. O'Keefe, linemen with PEPCO.

Fred Choate (Charlie's brother) is out of the Army since the 16th of December. Freddie served as an instructor at Camp Blanding and never got to leave these good ol' United States.

Vic Baechtold has a crew floodlighting the southbound "hump" and classification yard of the Potomac Yards at Alexandria, Virginia, from 100-foot steel towers. Vic said he has Bruce Hovermale "needlin'" on the job. He laughed heartily and loud when I asked him to explain "needlin'" to me. "Bruce will know what I mean," said Vic with a chuckle. Charlie Seger is in Vic's gang, also "Chick" English, "Red" Kidd, Russell ("Heavy") Kein, tunnel expert and pipe twister, and last but not least, Tom Clarey, erstwhile member of the I.O., who is making his money the hard way these days. Vic said the smoke and coal dust on the job has Tom looking like a smoked country ham long before lunch time. I happened to see Tom at lunch one day. He looked like the end man of a minstrel show—and if that ain't "ham" I don't know from nuthin'!

When breast of chicken is served at its very best it will always be under the auspices of the entertainment committee of Local 26, this city. Everything was super-delicious from fruit cup to demi-tasse, at their annual "blow-out" at the Mayflower Hotel on January 10. We Local 70 roughnecks wish to state that we thoroughly enjoyed every minute of a well-planned program. Thanks a lot from us to you.

Our friend, J. Fred Kirchner, business manager of Local B-699, Alexandria, Virginia, Virginia State labor inspector, and former president of the Alexandria Central Labor Union, was on the receiving end when a fist fight and a free-for-all flared up after the ACLU's 1946 election meeting.

Protesting the manner in which the elections were conducted, Fred came out of the melee with head cuts, two black eyes, and a broken nose. I haven't yet gotten word of how the other two guys came out. Fred is every bit of 6 feet 1, and weighs 275 pounds.

This much I have learned about this job of press secretary, that from now on and evermore I am going to keep separated by a very wide space the names of President H. O. McKennie and Brother Hoyt McKenzie.

Some of our best men are on the Phillips job, and we are going to see that this company gets the best.

Our happy association with the Washington Central Labor Union contains a sad note,

READ

All about the New Jersey State Electrical Workers Association

Some sound thinking on veteran apprentices by L. U. No. 58.

L. U. No. 66 reports two new contracts L. U. No. 79 says support your union

and defeat anti-labor propaganda Support the one per cent fair press, by L. U. No. 124

Some thought for the future, by L. U. No. 323

L. U. No. 353 has a gripe about the coal situation

L. U. No. 512 reports noteworthy pension plan

You are your Brother's keeper, by L. U. No. 558

Sins against democracy, by L. U. No. 611

Conference of Navy yard, arsenal and other employees reported by L. U. No. 664

Aims for labor and pitfalls by L. U. No. 948

Our correspondents get back into peacetime groove.

marked by the passing of its venerable president, John F. Locher, labor leader, business man, civic worker.

"... he bore without abuse

The grand name of gentleman."

STAN STANTON, P. S.

L. U. NO. 79. Editor: In screaming headlines across

SYRACUSE, N. Y. the daily papers we read: "Wave of Strikes Engulfs Nation," "America Threatened With One of the Greatest Waves of Industrial Strife in History." Why?

Because anti-labor groups in industry are striving to crush labor with both barrels from their shotgun.

Blasts from press and radio are working desperately for public sympathy, even to the point of contradicting themselves. An editorial analyst has reported 72 per cent of the newspapers in favor of President Truman's fact finding solution for labor claims one week, and in the next week 69 per cent changed their opinion and criticized it because the fact finding board for General Motors was confronted with the proposition of going into company profits.

I am not interested in C.I.O.'s union logic or their method, but I am much concerned in the manner with which press and radio are being used for anti-labor purposes. Congress is besieged, constantly urged, and demanded of to pass anti-labor legislation.

Labor must counteract this menace, and at once!

Union members would not vote to strike if their wages were adequate and they were secure for the future. It is known that big corporations can increase wages appreciably without increasing prices.

According to the *Wall Street Journal* American corporations will have approximately eight billion dollars in the first two years after the war, after taxes, also a rebate in excess profits taxes of \$2,840,000,000 dollars will be refunded to them.

Reconversion time is no time for management to try crushing labor.

An irreconcilable and uncompromising battle between anti-labor and labor groups is one more way to totalitarianism.

What does that mean? It means depriving labor of leadership and depriving management of all control over management.

Both sides must learn to give and take. We recognize that man is not God but man, "even though some like to give that impression," and as man we recognize the other fellow is probably

partly right. Labor problems can be solved only in that spirit.

Neither can labor problems be solved as a whole, but bargain by bargain.

To save the free enterprise system the labor system must be saved also.

Just a few words to new members, some old, and to some who will soon be members of B-79.

Local B-79 was originally organized and chartered by and for linemen, operators, and distribution men of the then, Syracuse Lighting Company, now the Central New York Power Corporation. The gas distribution joined the local in 1941 and a year later the gas production department joined also. A more amicable, democratic and encouraging group cannot be found in any local.

You should attend meetings, get acquainted, support and become active in local affairs.

Your voice is one of the deciding factors of union policy.

A union man is part of a democracy. He takes interest in and is a respected citizen and voter in his community.

Is it not natural then that he express himself also at his union meetings and through his elected representatives on wages, working hours, seniority systems, production standards and safety policies?

If possible, save against economic distress. The biggest weapon industry holds over labor is economic insecurity. Never give the company a chance to point you out as a poor or careless worker.

Learn your constitution, bylaws and contract.

If you have a grievance of any kind, don't tell everybody about it, but take it directly to your steward who knows all the answers and who will set you right or take your grievance through the proper channels.

"This local advances and practices the principles of conciliation and arbitration in the settlement of all differences with our employers and will defend our rights and advance our interests by all lawful means."

It is our business to produce and distribute electricity, gas and coke.

It is also our business to do our job as speedily as safety will permit, with insistence of all safety standards and material, and efficiency for the public.

It is amazing to note the number of union men in this country that know so much about what should be done with and for all the countries of Europe and Asia, what should be done about the atom bomb, and who fret and froth at the mouth if the newsboy should be a little late with their capitalistic newspaper, but do not know who the officers of their local are, how much salary they are paid, what business their union transacts or why.

When they get their union paper or magazine it is thrown in a corner and forgotten about.

Which is most important to you?

Is it what the capitalistic newspaper wants you to believe or is it what men of long labor experience and students of labor problems tell you?

FRED KING, P. S.

L. U. NO. 80. Editor: Now that the country has more

NORFOLK, VA. than a million men on "strike" the law-makers are about to enact many anti-labor laws. Strikes seem to have a provoking effect on our Senators and Congressmen. They do not seem to give a thought to the fact that we are only trying to get the things they can, and do, get for themselves merely by passing a law. We are not given the privilege of voting on whether they shall have an increase in salary or a prolonged vacation. Do they think we have forgotten the times they have declared a holiday when important legislation was pending? We, of labor, are a majority. We must not only show our power by closing an industry temporarily, but at the polls on election days. In asking for an increase in wages we are only trying to catch up with that important item—"the cost of living."

An important step has been taken by the members of Local No. 80 in putting forth some

effort to buy a suitable building for offices and a meeting place. Let's get something we can be proud to display—eh?

Back in October, 1945, we held a special meeting trying to get a new agreement and wage established. Much correspondence and time has been consumed trying to make the agreement effective on January 1, 1946. Those of us out on the jobs don't know what we have. Will someone be so kind as to give us some enlightenment????

Glad to report that many of our members have been discharged from the armed services. I'm informed by the recording secretary that approximately 25 have reported back, however many more are on the military list. Wish it were possible for me to report that all have returned to the fold.

We all regret very much to note that the War Department has declared Brother William M. (Bill) Hafner, our local president's son, officially dead.

Would like to hear from Brothers Nick Genarro and Howard Schneider from 'way up in Hazleton, Pa.

That's about enough from the "lap-over." (Where Virginia laps over into Carolina.)

E. A. (MACK) McCULLOUGH, P. S.

L. U. NO. 107, GRAND RAPIDS, MICH.

Editor: We welcome back to civilian life again "Bill" Babson, Orval Scutt, George Mulder, "Chuck" Dieleman and Ralph McDonald. Ralph made the return in sensational fashion; he brought a wife along with him. Congratulations, Ralph!

Local No. 107 is making preparation to entertain the state convention in July and every member is urged to get his shoulder to the wheel and make it a success. Our business agent, Claude Bright, will probably bear the brunt of the load, but let's help all we can.

At this writing the wide-spread strikes in the steel and electrical industry can eventually mean a slackening of the building and reconversion program. This is going to hit the electrical trade, and probably hard, too, as the backlog of materials continues to plague supply houses and contractor stocks. We all hope that somehow out of this wage adjustment and agreements may come a stabilizing influence in industry, labor, government and even our family life. It seems there remains so much to be done in adjusting "wage standards" and "cost of living standards" throughout our country and that until it does become somewhat stabilized, we are going to have unrest and strikes.

Our apprenticeship training class continues to grow as more service men return home. In looking over the National Apprenticeship and Training Standards pamphlet, it is pleasing to note that our International President and Secretary, along with other I. B. E. W. representatives, are part of the National Joint Apprenticeship and Training Committee and took part in setting up the standards of our electrical trade, as set forth in this pamphlet.

We are urging all members to send in news items for this column, as we have members scattered around the country who would appreciate them.

H. WADDELL, P. S.

L. U. NO. 124, KANSAS CITY, MO.

Editor: We had it in mind to give the newspapers what-for in this issue. That is, the 99 per cent that are not really newspapers, only propaganda mills for big business. But anybody with intelligence enough to read this JOURNAL knows that already, so why talk about it? Instead, we will talk about the fair and honest 1 per cent, that need only your support, and the support of all decent citizens, to make them a power for a better country to live in.

Most of the latter are published by, or for, union labor. One of them comes to this address regularly, by courtesy of its editor, Gerald L. Pickle. It is *Organized Labor*, the official organ of the Building Trades Councils of California. The format is attractive, and the subject matter is well-gathered news of interest to all organized

workers. Local Union No. 6, I. B. E. W., occupies a full page with local news and notices. The advertisements are scattered, showing that the policies of the paper are governed by its subscription list, rather than by its advertisers. In addition to being editor of this fine newspaper, Brother Pickle is an assistant business manager of Local No. 6—two full-sized assignments of anybody's time! We called on him a while back, out in San Francisco. We found him in his flower-banked cottage near the ocean front. Incidentally, there was a breeze off the ocean that blew straight in from the Aleutian Islands and went through our Missouri clothes like a radar beam, and we had a sudden nostalgic yen for the balmy banks of the Kaw. But they say the California climate grows on one. Anyway, we discovered Brother Pickle to be a sound, practical unionist and we enjoyed our visit.

Here in Kansas City, L. U. No. 124 uses the *Labor Bulletin* as its medium of expression. The bulletin carries on in the certain knowledge that, eventually, laboring men in Greater Kansas City will wake up and, by their patronage, establish a big-scale daily newspaper.

The local members are already looking forward to the fall elections when they will have the opportunity to unseat Roger C. Slaughter and some of the other misrepresentatives from this area.

Recently, a bunch of the boys were rigging to pull out a long underground cable at the former bomber plant. A member asked Jimmy Hays if the other end of the cable was clear.

"Darned if I know," replied Jimmy. "I just work on one end at a time."

That's the way it is in this congressional situation, they can't do much about the Washington end, but if union labor works hard enough at this end of the line in the fall election, it can be pretty sure the Washington end will be okay at the following session of Congress.

MARSHALL LEAVITT, P. S.

L. U. NO. 136, BIRMINGHAM, ALA.

Editor: Just a few lines from Birmingham, as I try to beat the dead line. There is not anything of importance happening around here right now except strikes in the steel works and our Brothers from the services returning home every day. To date we have had about 105 of the boys back. And we are glad to see them!

Our business agents are seeing to it that they get first call on the jobs, which is O.K. by the rest of the membership.

We have had some members loafing on account of weather, scarce materials and the slump that could be expected right after the war. Work should be plentiful here in 1946, with a new city hall to be built and the new medical center of the University of Alabama to be located here.

According to the business agent's report things seemed to be going good in the Gadsden-Anniston area. However, we were sorry to hear about Brother Spoke's getting burned and losing an arm.

Tuscaloosa is optimistic also since Goodrich bought the half-finished tire plant there. Hopes are that it will be completed soon.

Read L. U. No. 558's article in December issue. I think it was all right and all the membership should read it. There was also a good article from L. U. No. 79 about "History of American Labor."

Our GI-apprentice school is off to a good start. We hope to start a refresher course for journeymen soon.

By the way, that was a nice letter from the international secretary.

E. L. WALL, P. S.

L. U. NO. 212, CINCINNATI, OHIO

Editor: At the last meeting of Local No. 212, there was quite a bit of interest shown in our local death benefit fund.

Some thoughts I have on the subject are that we should not raise or lower the payments until a complete study is made as to the average amount received into the fund at each death; that the amount paid to each beneficiary should be equal for a period of at least five years, then

raise or lower the payment as the fund may indicate.

We know that unequalled payments are a source of trouble, inasmuch as it is common practice for a majority of the members to pay these quarterly assessments at the time they pay their quarterly card. We may as well make it legal by abolishing the 30-day clause and have the clause read: "That a member shall remain in good standing only when he has paid all death assessments within 30 days of the member's death, or at the beginning of the next working quarter after the member's death. After the expiration of the 30-day period, the grace period shall in no case exceed two calendar months plus 10 days, at which time the member becomes automatically suspended."

I also think that a member should lose all rights in this fund should he be suspended from the local union for just cause—the suspension being effective simultaneously with the effective date of expulsion.

Quite a few more of our service men have returned to resume the ways of a civilian. We have about 25 members still in service, most of whom will be home shortly.

The electronics school attendance is very poor. The school committee would like to see more of the boys at these sessions.

The sick committee chairman reported a number of our Brothers on the sick list. I hope the next report finds the list considerably smaller. I wish a speedy recovery for each of you.

VICTOR J. FEINAUER, P. S.

L. U. NO. 276, SUPERIOR, WIS.

Editor: On January 1, 1946, Ed Olson resigned his office of chairman of Local Union No. B-276, which he had held since June, 1933.

His resignation came as somewhat of a shock to our membership. Ed, however, had several very good reasons for wanting to relinquish his post, chief among them being the fact that a promotion in his regular job with the Superior Light and Power Company had thrown too much responsibility his way and he felt he could not do justice to the office he held in the local.

The executive board elected in Ed's stead Runo Carlson, who has been vice president of Local Union No. B-276 for these many years. In Runo's place, Laughlin McRay was elected vice president.

On January 17, the local union had a program immediately following our regular meeting, which might be called appreciation night.

The program was made up of several very fine talks by distinguished people, who had only one thing on their minds and got it off in great style. The one thing was what a grand job Ed Olson has done for Local Union No. B-276 and the International Brotherhood of Electrical Workers, and the labor movement in general in the City of Superior and the State of Wisconsin.

The speakers were James Stead and Oscar Erickson, older members of Local Union No. B-276, who recounted to the members present the advances made by the local under Ed's leadership. William Nagorsne and George Haberman, secretary and president of the Wisconsin Federation of Labor, complimented Ed for his fine work in State labor circles. Cliff Wetchen, international representative told of how much Ed has had to do with the growth of the Wisconsin State Conference of Electrical Workers.

Brother Erickson also had the pleasant duty of presenting to Ed a beautiful Hamilton pocket watch and chain and War Bonds for Ed and his wife. He pointed out in the presentation that Mrs. Olson deserved the undying gratitude of all members of the local for her patience in putting up with all those lonely nights while Ed was out doing the local's work.

Ed, in accepting the gift from the membership told us that he was sure that with the type of people that we have today in the local we should continue to grow and prosper.

Officers of Local Union No. B-31, of Duluth, Minnesota, which is located just across the St. Louis Bay from Superior, were present to give honor to Ed Olson. They were Frank McCauley, president; Al Peterson, treasurer; Jack Webber, vice president, and Charles Lyons, the business

manager of B-31, who has been through the mill with Ed Olson for the past 12 years.

Following the speeches and presentation of the gift, there was a very nice lunch set up by the entertainment committee.

Local Union No. B-276 has not had a better evening for a good long time.

EUGENE C. LEE, B. M.

**L. U. NO. 309,
EAST ST. LOUIS,
ILL.**

Editor: If in some way some parts of this article conflict with an old and estab-

lished custom or habit, I wish to say I am truly sorry. The time has come into our lives when the principles of common everyday living have been jeopardized by ruthless selfish groups of wealthy industrialists who have no respect for fair play, common understanding, and the great American social problems of today and who would enjoy nothing more than shackling the American working people body and soul by ruthless laws—some of which are before Congress today.

In the past men have lived and died for the respect of their country, the laws and principles of America and the general welfare of the world. I believe there is a new level that men can stoop to when they seek to destroy the common principles of the working people of America.

Today the working people look to labor unions and Congress for leadership and guidance through these dark days for those people have the power and can gain the confidence and faith of the working people of our country.

The dread of inflation and depression may well be thought of and watched in the days to come. At no time in the past have salaries kept pace with increasing living expenses—such as food, clothing, and hidden taxes.

This being so, I sincerely believe that each and every local union in the I.B.E.W. should not be without a legislative committee; not designed for political party politics but to keep fresh in the minds of the working people the necessity of being kept informed of legislative matters before Congress.

Leadership, understanding and respect in a united organization are obviously of great importance in maintaining harmony and good will to our fellow Brothers and friends, regardless of position or classification.

We are hoping Brother Lonnie J. Day's condition changes for the better soon. He is in the best of spirits and attends meetings regularly.

Brother Fred Schwartz is well on the road to recovery from an operation.

Brother Adlai Dixon met with an accident several weeks ago. He has been confined to his bed for three to four weeks, with a fractured knee. Although Brother Dixon took the utmost precaution at the time he fell, it was discovered later that someone untied the ladder from which he fell. We are all hoping for a speedy recovery.

OLIVER H. BROWN, P. S.

**L. U. NO. 323, WEST
PALM BEACH, FLA.**

Editor: It has been said, "We value most those things acquired

by sacrifice and hard work. The highest price one can pay for anything is to get it for nothing." If this be true the small raise that we got, should be most appreciated. About eight months ago, before our agreement expired, we negotiated very satisfactorily with our employers in this vicinity for a raise of 25 cents per hour, the first real raise asked for in several years, and all parties concerned passed on same favorably, and we hoped to get the increase in July 1945. But lo and behold, the powers that be in Washington who have to pass on such things, as of the present setup, turned this down almost flat. Then another round of meetings and negotiations to settle on a lower pay raise—after months of back and forth bickering, it was finally passed upon that a 20-cent-an-hour raise would be granted. This was decided on, and starting the 15th of January in the year of our Lord 1946, this is to start.



(Left to right): Edward Olson, retiring president; Clifford Wetchen, International representative; George Haberman, president, Wisconsin State Federation of Labor; Oscar Erickson, member of Local Union B-276 and William Nagorsne, secretary, Wisconsin State Federation of Labor.

Our electronic class has been slowed down by lack of proper equipment, but we have been carrying on in a small way, with a study period on mathematics. This will help the members of the class taking this course, if and when we can procure the proper equipment necessary to make a proper study of the subject.

The joint committee on apprenticeship training program has been very active on its part, but was held up more or less by the acquisition of the apprenticeship standards as required to set up the local apprenticeship training course. We have a number of ex G.I.'s inquiring about the apprenticeship training program and all seem eager to start their schooling. This is a good sign. The boys know that in order to cope with the future electrical job one must be schooled in the new phases of the industry, and be well versed in the theory and application of the electron. This educational program is one of the greatest that could be inaugurated for the returning service men.

This will not only help to perfect men in the ever-growing electrical industry, but will help to make vocational education a part of their daily duties, so that they will get the practical knowledge as well as the theory—and the best part is that—they are earning, while learning.

We have contended that after the war there should be a stoppage of work to take time out to settle any and all differences, and then when settled start off afresh to a new vigorous program as was set up to win the war. James T. Adams suggests one way, in the *Reader's Digest*, as, "Perhaps it would be a good idea, fantastic as it sounds, to muffle every telephone, stop every motor and halt all activity for an hour to ponder for a few minutes on what it is all about, why they are living and what they really want."

The scarcity of labor during the war has brought many partly incapacitated to useful occupations as noted here. In Palm Beach they have a one-armed street sweeper; in a West Palm Beach water company they have a one-legged bottle washer and the City of Lake Worth has a deaf and dumb meter reader. This meter reader seems to be very efficient, maybe good business, as he cannot hear any complaints. But this goes to show that in our great economy there should be a suitable place for everyone, and we must find a suitable party for each place.

Selected from a sermon—"What we need today is not one Nehemiah, but nations full of them—men who will risk all for the greater good, who will sacrifice present gain for the sake of a possible world of better quality for those who are to come after us."

BENJAMIN G. ROEBER, P. S.

**L. U. NO. 348,
CALGARY, ALTA.**

Editor: When the International Office organized its Electronics

School with the purpose of having similar classes started by the various locals, those who were responsible showed great vision and foresight.

Brother Ed Yakunin attended the six-week course from Local No. B-348 and our electronic committee expected to get the course under way shortly after Ed's return but unfortunately he was not able to do so on account of illness and no doubt Ed was even more disappointed than the rest of us.

Realizing the importance of keeping abreast of the times the committee immediately got to work finding another instructor. In this respect we were very fortunate indeed and we didn't waste any time deciding we had located the best man for the job in this part of the country. We only had to convince Mr. W. K. Allan that in spite of the demands on his time it was his duty to conduct the class for us. Brother Ed Yakunin went over the material he had brought back from Milwaukee with Mr. Allan before he started tackling a bigger problem of his own.

Mr. Allan, who already had quite a reputation in the electronic field, was quite impressed with the material and thought the I. B. E. W. really had something and to use his own words, "it was just the course he was looking for." However, he was so completely tied up with other courses, including the legion class, that it wouldn't be until the following autumn that he would be able to conduct the class.

On Thursday, October 4, 1945, the class came into being with an enrollment of 33 the first evening. At the time of writing we are about half way through the course and have an enrollment of 45 students. One lesson a week is taught, Thursday night each week and a repeat lesson on the following Monday. The purpose of this is to take care of those on shift work and those who attend other necessary

meetings. It is amazing how effective the plan has been.

An idea of the interest in the course can be gathered from the fact that we received a letter from Brother Peta, Fort Nelson, Muskwa, B. C., inquiring if he could take it by correspondence.

We understand that Local B-1007, Edmonton, Alberta, is organizing an electronics course.

Please publish the following account of the banquet and dance given in honor of Brother J. E. Watson.

"I hope my term of office will be of benefit not only to the Labor Party, but to Calgary as a whole," Mayor J. C. Watson told nearly 500 members of city trade unions and their friends at a banquet in his honor in the Palliser Hotel Tuesday evening. The banquet was sponsored by Local B-348, International Brotherhood of Electrical Workers, of which the mayor is a member.

In thanking those present for their tribute, the mayor recalled his long association with the trade union movement up until the time of his election to the office of mayor. In the campaign for that position he said he had received support from people of every political denomination and from veterans, and it was his hope that he would be able to carry out his work in the best interests of all.

Ernie Ingles, of London, Ontario, I.B.E.W. vice president for Canada, spoke of the pride the union took in having one of its members elected to the highest office in Calgary. He said he had known Mayor Watson for 25 years and the proof of their friendship was in the fact that they had been able to argue many times without any hard feelings over their differences of opinion.

"It is only by diversity of opinion that we can bring about the better things in life," he declared.

Labor had made remarkable progress and traveled a long way in the years he had been associated with the union movement and, although he thought labor had to take a place in politics, "labor does not want to run industry, nor does it want to run the country." The goals of labor should be a fuller and richer life for all.

He urged that the people who had supported the mayor during his election battles work every bit as hard to support him when he is in office. "It will pay great dividends if you all help our Jim," he concluded.

Alderman R. G. Smith, told the assembly that there were no politics in city council. When Mayor Andrew Davison was elected for his first term he had told Alderman Smith that "his political opponents gave him no trouble at all, but his friends had caused him all kinds of trouble." For this reason Mr. Smith asked that Mayor Watson's supporters leave him alone until he had a chance to get settled in his new duties.

Gordon Cushing, secretary of the Trades and Labor Council, acted as chairman during the dinner and introduced the speakers.

A bouquet of flowers was presented to Mrs. Watson by Mary Read on behalf of the union.

Seated at the head table were: Mr. F. W. Keyte, financial secretary, B-348; Mrs. F. W. Keyte; International Vice President Ingles, I.B.E.W.; Commissioner V. A. Newhall, Mrs. V. A. Newhall, Mrs. Maynard Regan, daughter of the mayor; Mrs. J. C. Watson, His Worship, Mayor J. C. Watson; Mr. G. G. Cushing, secretary, Trades Council; Mrs. G. G. Cushing, Alderman R. G. Smith, representing the City of Calgary; Mrs. R. G. Smith, Mr. H. Billingham, president, B-348; Mrs. H. Billingham, Mrs. O. Gardner, Mr. O. Gardner, recording secretary, B-348.

The social committee responsible for arranging this affair is as follows: Brother W. S. Read, Brother F. W. Keyte and Brother A. Baird. To the aforementioned and others called upon to assist a vote of thanks and commendation is certainly in order.

O. GARDNER, P. S.



ELECTRONICS CLASS—L. U. NO. B-348

L. U. NO. 349, MIAMI, FLA.

Editor: Once again I have taken up pen and paper to let our Brother members know that Local 349 is still on the map striving earnestly to go forward.

It looks as though Local 349 is afflicted with growing pains at the present time. In the last six months we have grown from 14 union shops to 46 union shops and the membership taking a jump from 200 men to 800 men. Besides that we are at present organizing the linemen and appliance repairmen and any part of the electrical industry that comes within our jurisdiction. All this is due to a new policy of our new Executive Board and most of the credit is to be given to the hard work and efforts of Bill Johnson, our genial business manager, and Johnny Click, his able assistant—a good team. I hope they keep up the good work.

At this time I want to thank Brother Bob Tindal for taking my place as press correspondent while I was in the service. His letters to the "Journal" were always newsy and of a much better quality than I could have written. I don't know why he had to insist on returning the job to me. I guess I am too good natured, so couldn't refuse the job when it was very politely tendered (coerced would have been a better word) to me the first meeting night after I returned from overseas.

It has been almost three years since I last wrote a letter to the JOURNAL. Uncle Sam was my boss during my absence from local endeavors. Serving with the Seabees as a chief electrician's mate was quite an experience, one, I am sure I will never forget and, I can assure you, I will never want to do over again. After receiving my discharge I had planned on at least 30 to 60 days of rehabilitation, rest, or what have you. But against my wishes I was pressed back into the undesired role of a wire jerker once more. All my plans of loafing, resting, fishing, swimming, etc., were shattered. I had to go to work. After quite a time of getting back into shape (you know, don't you, that one gets a trifle soft muscularly and should I say mentally, as a chief in the navy) I feel now that I can earn my salt with the rest of them.

Brother Foster of our local showed me a letter he received from Brother Bob Forgey containing a copy of a citation Bob received while working in the USAAFSA theatre of war at Recife, Brazil. To receive a commendation for meritorious civilian service overseas from the commanding officer is quite an honor and a great credit to our local union and the Brotherhood. Congratulations, Bob, for a job well done.

At one of our meetings last month all the members who had been discharged from the armed services of World War II were called up before the body where each was presented with a beautiful I.B.E.W. veteran pin by our chair-

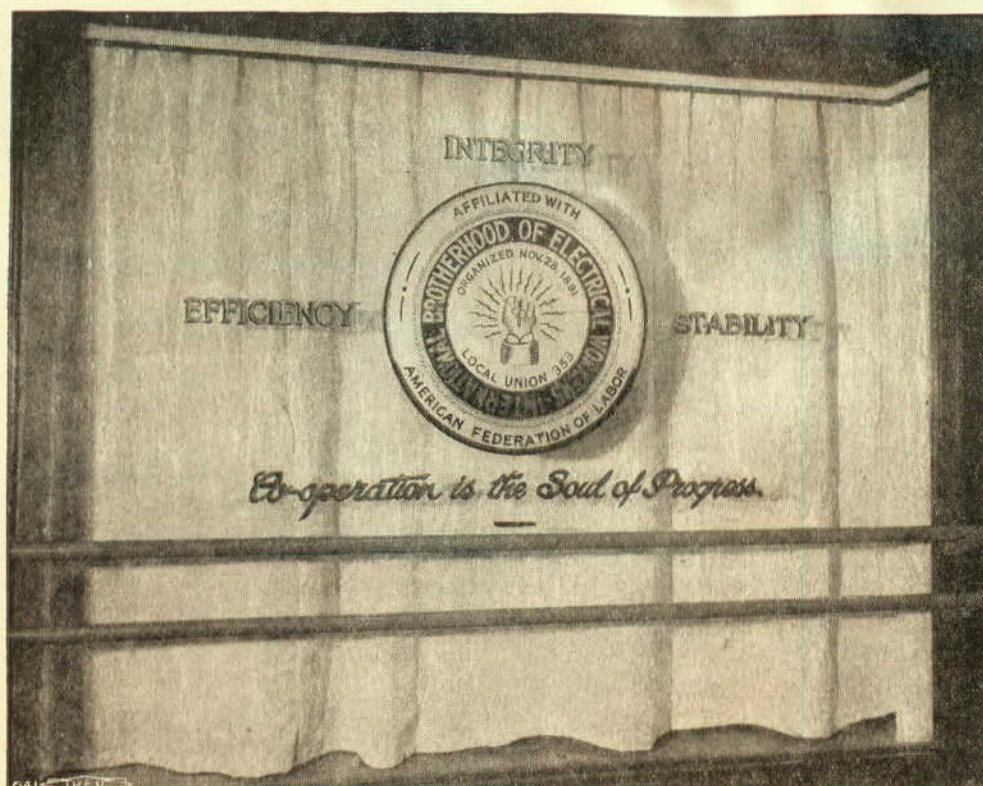
man, Fred Henning. I thought it a very nice gesture by the local in recognition for the sacrifices our returning members made for our country.

I was very glad that Gulfstream Race Track was able to operate this year and I want to offer my regards and thanks to Brother Gilbert of Local 728, Ft. Lauderdale, for his cooperation and assistance in furnishing men on the track job. Brother Breig of our local was the pusher for W. W. Ingalls Electric Company which had the job of getting the track ready for the racing season. Always glad to reciprocate past favors, Brother Gilbert.

BEN MARKS, P. S.

L. U. NO. 353, TORONTO, ONT.

Editor: At this time of year any subject that causes our blood to boil is an acceptable one. The very subject of coal and its distribution creates a warm glow all over me and all over this district. Toronto and the immediate area around it depend upon five large importers for its domestic and commercial fuel. They in turn distribute their product to smaller dealers and agents who must abide by the big fellow's rulings as to price, grade and quantity or else give up an easy-money racket and go to work. As there is a price ceiling on coal, the importer turned to other sources of supply, something that would make him enough profit to continue to live in the luxury to which he had become accustomed. So he either bought up, or had thrown at him, large piles of slag that had been lying in the steel mill yards for the last 20 years, and had it shipped to Toronto where the people are very gullible and also very cold at this time of year. This is not a story of Nazi atrocities, Mr. Editor, but a fact that was printed in the Toronto papers a few weeks back. Printed, not as a protest, but just as a news item. As our benevolent Government allows them to substitute when they have no hard coal (at practically the same price, of course) we found ourselves without adequate supplies of hard coal. This substitute consisted of various ingredients as you may well imagine after lying out in the open for 20 years. When the small dealer saw what his boss was getting away with he decided to do a little substituting on his own hook. I think the small dealer used more ingenuity than the combine did, judging by the mess dumped in my cellar last June. There were tin cans, old sacks, limbs of trees and a sludge similar to that taken from catch basins in the city sewers. All for \$15 per ton. If you phone and complain about this racket you are told the miners' union in the States is to blame—the miners are making too much money so they don't work as often, hence we don't get any hard coal. When you get mad



454 CHURCH STREET, TORONTO, ONTARIO

and tell them you are going to deal elsewhere they laugh and tell you to go ahead they get new customers from other dealers, so what!

In the City of Hamilton about 40 miles distant, where they do not have so many coal dealers on their city council, they have established a civic coal yard and are able to retail good fuel from \$2 to \$4 cheaper to citizens who had enough backbone to do something about this shameful racket. Canada has coal fields in Alberta that are equal in the quality of product to anything the Big Five can import and Alberta is willing to give away 200,000 tons of this coal to prove it, but the coal controller says, "No can do." Just why we can't transport this coal over a Government-owned railroad into Ontario when we can't get burnable fuel here, is not clear to me. Maybe it is clear and I'm just afraid to put it in writing. Oh, well, here goes another leg off the kitchen table, it might as well be spring.

When Local Union No. 353 rented its new quarters in Maple Leaf Gardens it included a large show window fronting into Canada's largest sports arena with thousands of sport fans passing by. Until a few weeks ago this window contained nothing but emptiness and dust. We had some discussion at various times as to the best way to dress it up so that the populace would know the office behind it was inhabited. Soap companies offered folding money for it but while we could use their money we didn't use soap. Demonstrating spring mattresses was out, if the office staff wanted to sleep, let them sleep in their chairs or go home. Any food exhibit was out of the question with Brothers Shaw and Farquhar both on diets. So it rested until Brother Shaw came to the rescue with the suggestion that it be painted with the seal of the organization on it. We submit the results by photograph to you for approval.

It is with a great deal of regret that I have to report the passing of one of our good members, Brother "Red" Park. Red had just bought out an electric appliance and repair store a few months back and was looking forward to a successful career in the contracting end of the game when a heart condition took him, just after the start of the New Year.

JACK NUTLAND, P. S.

L. U. NO. 396, BOSTON, MASS.

Editor: Local 396 is happy to return to the pages of the JOURNAL bearing good tidings. We wish to report that successful negotiations have been concluded with the New England Power System carrying a 15 per cent increase in the scale, also a few items of conditions that have long been in debate.

Our revered and greatly appreciated business agent, Arthur Myshrrall, has continued to demonstrate that he is an easy person to do business with. All one has to do is to give him everything he politely requests, and then maybe he will go away and leave you in peace until he dreams up something else that Local 396 should have, and in all fairness, be granted. Mysh fairly flaps his wings and crows in telling the world that this New England district is extremely fortunate in having two such sterling International Officers to represent us as International Vice President John J. Regan and International Representative Walter Kenefick. Mysh wishes to be quoted as saying that without the gracious help of these two super-advocates and the advantage of their varied and widespread experience in matters pertaining to agreements between labor and management we would find it very difficult to emerge from behind the eight ball.

This report of progress would seem to demonstrate the fact that fair dealing and calm and constructive reasoning together with co-operation and concurrence with the higher officers of our International Brotherhood will bring about the results they have always brought—namely, a contract successfully completed and all concerned wearing the broad grin of satisfaction.

Well, we laid Ed Bookter to rest on January 21. Ed (real name Adolph) was locally estimated to be the oldest active cable splicer in the craft. He learned his trade in its very infancy and followed the business in all the far and near reaches of our country. A great bear of a man, well over six feet in height and weighing close to 300 pounds, he was, in his younger days, a skillful amateur boxer and bicycle racer. Somewhat gruff and overbearing in his manner and a menace to helpers, he yet was endowed with that often-mentioned but seldom seen heart of gold, always ready and eager to assist

a needy or thirsty Brother. Book was well versed in the niceties and intricacies of all branches of cable splicing art. Although well nigh crippled, and moving about with difficulty for several years, he worked right through until a very few months ago, when he retired, surviving his retirement but a very short period. So, Ed Bookter passes into the domain of history and will doubtless join Paul Bunyan and Finn McCool among the legendary heroes of song and story. Book, "Ave atque vale!"

Very nearly all of our service members are at home now and Local 396 has suspended publication of our monthly magazine for service Brothers, *The Droplight*. We will resume publication at the start of the next war, God forbid! A dawning movement may be observed looking toward a welcome home party which this time can be expected to outshine all previous celebrations, and believe me it will require some outshining.

Cyril the Demon Helper scratched a match on his furnace pump callous and dreamily allowed, "Now that the cohorts of the Navy Yard mechanics have thinned out many prewar faces have reappeared among the ranks of the piano-tuning and salad-making professions."

THE APSAY, P. S.

L. U. NO. 512, GRAND FALLS, NEWFOUNDLAND

Editor: The oft repeated quotation "Seek and ye shall find" seems fittingly applicable to the subject matter of this article.

Some years ago moved by the prospect of elderly employees being retired with little or at best meagre means for meeting one of the basic needs of mankind, freedom from want, due primarily, perhaps, to the lack of any systematic thrift plan being in vogue, a movement was set on foot, initiated by Local 512 and supported by the other unions affected, whereby the company would be approached regarding the feasibility of instituting some form of pension plan, on a contributory basis, with a view to providing a measure of financial security in old age.

Subsequently a committee representative of all unions here waited on the management and placed the proposition before them emphasizing the importance of such to the workers. This was well received by the company officials who promised sympathetic consideration would be given the matter as time and circumstances permitted.

A project of such magnitude required deep thought and much study, expert planning and involved a large capital outlay. In course of time, with war clouds lifting, hopes were high, when the company, ever solicitous of the welfare of its employees, gave assurance that the plan would eventually materialize.

That the seeds of this endeavor, in the interest of the employees, germinated, bloomed and came to fruition in generous measure the following clearly proves:

Pension Plan

An Outstanding Event in the History of the Anglo-Newfoundland Development Company, Limited, of Grand Falls, the Pioneer Company of the Newsprint Industry in Newfoundland

On the 27th of November 1945 there was executed at Grand Falls, Newfoundland, a deed of trust between the Anglo-Newfoundland Development Co., Ltd., and the undernoted trustees:

J. S. Goodyear, company director
R. T. Steedman, company director
H. C. Hanson, company assistant treasurer
R. E. Fennimore, company accountant
Nehemiah Pinsent, paper mill worker, representing Local 63, I. B. P. S. and P. M. W.
James Pond, paper maker, representing Local 88, I. B. P. M.
Paul Shapleigh, electrician, representing Local 512, I. B. E. W.

The trust provides for a retirement plan for all eligible employees of the above-mentioned company and, on December 27, 1945, the retirement plan became effective.

This date can possibly be regarded as one of the most important days both in the history of the company and for the company employees at Grand Falls, Bishop's Falls, Botwood and at the other company locations, where as a result of this decision of the company all long-service employees who became members are now assured a sound measure of security and independence after they have reached the age of retirement.

The trustees of the plan are seven in number, four of whom are appointed by the company and three by the members under the plan.

Messrs. J. S. Goodyear and R. E. Fennimore were elected as chairman and secretary respectively and Messrs. T. M. Hopkins and C. J. Bond were appointed assistant secretaries. The Royal Trust Company of Montreal (St. John's Branch) acts as custodian of the property and funds of the plan.

The plan as constituted by the trust agreement is supported jointly by contributions from the members and the company. The member's contribution has been fixed at 5 per cent of his straight time wages or salary and the company has undertaken to provide that part of the cost of the plan not provided by the contributions of members, which is considerably more than the amount contributed by the employees. In addition the company has provided the entire cost of all prior service credits for all members from age 30 to the effective date of the plan. This accrued prior service cost to December 31, 1945, amounted to \$3,250,316.00 and has been passed over to the board of trustees in full settlement of the accrued liability.

Every male employee of the company at the effective date of the plan who had reached the age of 25 years and had eight months of continuous service is eligible for membership in the plan and the percentage of applications received was in excess of 95 per cent of the number eligible. In fact out of the total number of 1574 eligible employees 1512 have already become participants under the plan.

Upon reaching age 65 each member in service will be retired by the board of trustees on a normal retirement allowance which shall consist of

a membership service allowance equal to one and one-half per cent of the compensation during each year of membership service prior to the attainment of age 65, and after the effective date of the plan, and if the member has prior service credit a prior service allowance equal to one per cent of his annual rate of compensation at the effective date of the plan multiplied by the number of years of his prior service.

In addition the plan provides for early retirement after age 55. Likewise a disability retirement allowance is granted of not less than 25 per cent of his current wages or salary to any member who has rendered 10 years or more of creditable service, upon the certificate of a physician or physicians that the member is totally and permanently incapacitated.

Provision is also made for a return of the member's contribution should he cease to be an employee for any cause other than death or retirement. In case of death before retirement the amount of the member's contribution will be paid in one sum to his designated beneficiary or to his estate. In case of death after retirement but before the member has received, in retirement allowances, an amount equal to the sum of his accumulated contributions the amount of such accumulated contributions in excess of the retirement allowance paid will be paid in one sum to his designated beneficiary or estate.

The administration of the plan will be under the control of the trustees but the cost of administering the plan will be borne entirely by the company. This retirement plan has been adopted after a great deal of careful study and has been so designed to provide for the greatest possible benefits to all long service employees of the company. The company believes that this particular plan will prove of inestimable

benefit to employees in the protection it offers to them and to their dependents.

G. C. ALLEN, P. S.

L. U. NO. 558, SHEFFIELD, ALA.

Editor: This local union has prospered greatly. We have grown in membership and unity with a strong fraternal spirit. Fraternalism is strong and personal greed has been stifled almost to extinction. Immediate financial aid to distressed Brothers by those more fortunate indicates brotherly love. Unfortunately a cold blooded, impersonal business-like attitude has been manifested by some locals in the past. Real unionism is real Christianity—the willingness to work hard for an ideal that the majority has voted for—when you were in the minority—to work cheerfully and not say, "I told you so," if failure occurs. Merely paying dues and assessments does not give a man the privilege of proclaiming himself a union man. Hunger, extreme cold or heat, and danger on a picket line; the willingness to roll your own or do without cigarettes—all go to temper and season character into a union man. Finally there is the great acid test—depriving your wife and children of the necessities of life for days, weeks or months.

Those who complain when the hat is passed for a wounded Brother and refer to the old faithful group who attend meetings regularly as "the dirty dozen," would be much more tolerant had they done some picket duty and had suffered from the disease "malnutrition," which union men were allergic to not so many years ago.

Brother C. E. Jessup in our last meeting advocated an idea that might be of mutual benefit to our members and contractors all over the United States. The suggestion was to create a special centralized office to receive and transmit information relative to employment. Such an office would save time and money for all parties concerned. The danger of too many men traveling into a jurisdiction would be eliminated and promptly filling requisitions of our contractors for men would be assured. Costs involved could be met quite easily. Most of us have spent our last dime getting to a job—that was not there, at some time during our careers. Let's think, plan and devise methods for future security and efficiency now.

We are our Brother's keeper!

Who will sponsor lowering the age limit on our I. B. E. W. pension to 55 years old, a 20-year card and raise the amount from \$40.00 to \$150.00 per month? Sure, it will cost money as the statisticians will show us on paper. We have a Standard Life Insurance Company right in the I. O. Building at 1200 15th St., N. W., and Brother Bugnizet is president of it. We can and will pay more per capita tax. Will someone bring it up on the floor at our next convention? Plenty of our Brothers would be interested in converting their National Service Life Insurance to the Standard Insurance Company if by so doing it would benefit the I.B.E.W.

We have less than 10 per cent of our men on the idle list at this time and plenty of future work expected by next summer.

Would like to send best regards to Local Unions 46 and 18, to Brothers Scott Milne, George Mulkey and Amos Feely. The above locals and Brothers sure give a boomer a break. Hello, Pete Willet, you sure were swell to the rebel Brothers at Grand Coulee Dam. Hope any and all of you "wild Westerners" who should travel in the Old South come by to see us at Local Union 558.

J. GUY DANIELS, P. S.

L. U. NO. 568, MONTREAL, QUE.

Editor: The topic of conversation wherever union men gather today is about strikes. And the consensus of opinion is that big business is ganging up against unions with the object of breaking them. Will they succeed? I say emphatically NO!

Nevertheless, they put the unions and the public in general to a great deal of inconvenience.

Strikes are the last resort of any union, and they are prepared to go to any length to avoid them.

When the unions suggested collective bargaining, which seems the logical way to settle these disputes, big business refused this straightforward method, and avoided the real issue, and when a third neutral party intervened (The President of the United States) who made a very courageous effort to bring about a settlement, they still refused to negotiate with the unions.

How can we overcome this stubbornness? I think in the future we will have to deal with the problem of raises in pay in a different manner. Instead of asking for an increase in the hourly rate, we will have to demand that we be taken in as partners in the business. This way we will share in the profits or losses on exactly the same footing as the shareholders. They, the shareholders, invest their money and we invest our brains, talents, and often our lives. Shareholders do not lose their lives in mine disasters; no sir. And if any shed a tear it's not in sympathy with the miners, it's because production has ceased and dividends are affected.

If this system of partnership were adopted and profits distributed amongst the men, the country as a whole would benefit. It would create more employment, and would eventually help to bring about the supposed objective of the Government—that of full employment for everyone. With profits in the hands of the few, full employment is impossible.

And finally, don't be fooled by the newspapers which call all union men communists. That bogey is dead. I would like to ask a question. If anyone can tell me of any organization other than unions that has ever fought for an increase in wages or shorter hours, I would like to hear of it, and that includes your economic, social and religious bodies. The unions are your salvation. They are the only democratic organizations whose sole object is to benefit the working man—and, believe me, that's a man-size job. So good luck to the strikers for they are making tremendous sacrifices to make this world a better place to live in.

G. HILL, P. S.

L. U. NO. 611, ALBUQUERQUE, N. MEX.

Editor: Probably no organization has a greater hatred or contempt for bigotry and snobbery than organized labor and no organization is more in sympathy with a democratic system of government as it is defined in the dictionary, which reads in part, "belief in social equality, characteristic of or befitting the common people, not snobbish or socially exclusive."

The items that follow are a few among many that go to show that we are straying far from democracy.

Sgt. James Hendrix, Jr., of Lepanto, Arkansas, after being summoned to Washington to receive the medal of honor from President Truman, was asked, along with his parents, to leave the swank Willard hotel dining room because they bore the stamp of working people.

Farming and business men of Dona Ana County, New Mexico, held a mass meeting to find ways to prevent Japanese Americans from colonizing in Dona Ana County. Resolutions were adopted urging Congress to enact laws which would enable New Mexico communities to protect themselves against Japanese infiltration.

This action in Dona Ana County ignored the fact that soldiers of Japanese descent fought just as well in the war for the United States as any other American soldiers and are just as loyal Americans as men of German or Italian descent.

Everyone is familiar with the un-constitutional and un-democratic conditions in the south where because the unions are weak or non-existent, starvation wages are common and where because of the voting restrictions in 13 southern states only 27.9 per cent of the people vote, and in the poll tax states 10 per cent vote.

Recently the Southern Labor Press Association asked President Truman to send General MacArthur to the south as soon as he is through in Tokio to put into effect the same program that he has prepared for Japan. Among other things, this program includes "Encouragement

of the unionization of labor that it may be clothed with such dignity as will permit it an influential voice in safeguarding the working man from exploitation and abuse and raising his living standards to a higher level."

The *Congressional Record* contains a recent speech by Senator Tunnell, of Delaware, in which he says "We must remove from our midst intolerance and discrimination. Here are the seeds of native fascism that must be uprooted. This must be a country in which all have equal rights and opportunities and in which there are no second-class citizens."

It is encouraging to note that the number of influential people who speak out against pompous, arrogant, conceited, selfish people and their institutions are becoming numerous and outspoken and the day will yet come when all Americans will have equal rights.

Our next letter will deal with the un-democratic system in the U. S. Army.

JAMES MERRIFIELD, P. S.

**L. U. NO. 613,
ATLANTA, GA.**

Editor: This local class in electronics was completed a few days before Christmas. It was a 13-weeks course with a class of 33. Twenty received certificates from the University of Georgia Extension School. We used "Coyne's Electronics for Radiomen and Electricians," which we liked very much.

We regret to announce the death of Brother Holland last week. He was a member of over 20 years and a loyal member and a true friend. The charter will be draped for 30 days in his memory.

There are quite a few members on the loafing list in Atlanta on account of the C. I. O. strike at the General Motors and Fisher Body plants. We have had quite a few G. I.'s returning who will return to their former employer. Several jobs have been held up on account of no material, and weather conditions.

The training school for veterans who want to learn the electrical trade is getting under way with a fine start and we hope to start classes within the next week which will give them a practical and a theoretical course.

We have added one more contractor to the closed shop list, Wallace Electric Company. We welcome them.

We had a visit from Vice President G. X. Barker this week. We were glad to see him. He is always a welcome visitor. We were also very sorry to lose Brother Payne and wish him success in his new position.

The Atlanta Building Trades has gotten off to a flying start with almost all crafts affiliating.

Our greatest hope is that the General Motors strike will be settled soon and that we can all be working 100 per cent.

P. M. CHRISTIAN, P. S.

**L. U. NO. 654,
CHESTER, PA.**

Editor: Numerous service men upon returning to civilian life

have stated that there was on the part of some persons in the armed forces a vicious attempt to discredit organized labor and to belittle the contribution of civilian labor to the war effort.

To these faithful Brothers in the services who upheld labor's side, often against odds, we owe a debt.

The contributions of money, cigarettes, etc., were often used by our supporters to show that they had not and never would be forgotten by their home locals.

During this period, organized labor was not always in a position to present the true facts and defend itself against these attacks, but now that the actual fighting is over we can give the real story.

An important point overlooked by labor's opponents was the fact that the average service man was only a soldier temporarily; a civilian worker most of his adult life. His usual work clothing not a uniform but overalls. His tools not guns but the tools of his trade. His problems not that of a service man but of a worker who must provide a living for himself and family.

Labor wartime foes know now that a man will not only fight for his country, he will also fight for his right to earn a fair compensation in

exchange for his work. The service men know that labor's battle on the home front was and is important to him the same as his battle against a foreign enemy is to us.

The American service men were taught to fight for America's principles and they have learned their lesson well. Today they are one of organized labor's most staunch supporters.

G. ANDERSON, P. S.

**L. U. NO. 663,
MILWAUKEE, WIS.**

Editor: Oliver J. Larkin, recording secretary of I. B. E. W. Local No.

B-663, was elected delegate to the semiannual state conference of the I. B. E. W., to be held February 16, at Green Bay, Wisconsin. Arthur Benz, past president of the same local, was elected alternate. Brothers Larkin and Benz were elected at a regular meeting held January 9, at the Greenfield Hall.

OLIVER LARKIN, R. S.

**L. U. NO. 664,
NEW YORK, N. Y.**

Editor: President Frey, of the Metal Trades Division of the

American Federation of Labor, recently issued a call for a conference of employees of navy yards, arsenals and other Governmental establishments for the purpose of devising ways and means of increasing wages of said employees. This "call" was issued to such employees affiliated with the American Federation of Labor.

The response to the "call" was gratifying. Among the respondents were delegates from navy yards at Bremerton, State of Washington; Mare Island, California; Norfolk, Virginia; Charleston, South Carolina; Boston, Massachusetts; Philadelphia, Pennsylvania; Washington, D. C., and New York, N. Y.

The various internationals were well represented. For their work and displayed intelligence, and for staying with the conference throughout the various sessions down to final adjournment the representatives of the several internationals deserve a pat on the back.

The conference was called to order January 14 by President Frey in the Board Room in the A. F. of L. Building, Washington, D. C. It soon became apparent that this Board Room was inadequate to comfortably take care of the delegates and international representatives and it was announced that later sessions would be held in the Everglades Room of the Hotel Annapolis, in Washington, D. C.

President Frey, after opening the conference, was compelled to leave due to the fact that he was to appear as a representative of labor at a meeting of the Shipbuilding Stabilization Commission. His excellent judgment was vindicated in his selection of Brother Brownlow, International organizer, Metal Trades Department, A. F. of L., as chairman.

Brother Brownlow acted as chairman throughout the sessions of the entire conference, and by his patience, understanding and wise decisions, proved to be a very excellent chairman and deserving of commendation.

The conference lasted through January 14, and 15 and the various sessions were conducted both intelligently and expeditiously.

I have previously stated that the call for the conference was for the purpose of devising ways and means of obtaining an increase in pay for workers in navy yards, arsenals and other governmental establishments.

At the first session a committee was appointed to call on Under Secretary of the Navy Sullivan. This committee consisted of one delegate from each navy yard, etc., one delegate from each Metal Trades Council, including East Coast Metal Trades Department and as many international representatives as possible.

The members of the appointed committee, after the hearing with Under Secretary Sullivan, made individual reports to the assembled conference.

All reports were favorable to a justifiable expectancy of a wage increase.

Our good friend Brother Alifas proved again, as he has many times in the past, a good sort of "guy" to have around. He unearthed, disinterred or somehow dug up from antiquity an ancient law, vintage of 1860, which has never been re-

pealed. This law, it is my understanding, empowers the President of the United States "to raise or lower wages for the good of the citizenry."

If all other means fail, I feel certain this law and its powers will be invoked. Brother Alifas—a double pat on the back!

I enjoyed meeting many delegates at and between the sessions of the conference.

Among those I met, and in some cases listened to reports of, were the following:

Walter P. Hooker, business manager, L. U. No. B-776, I. B. E. W., Charleston, South Carolina.

Delegate Heath, Philadelphia, affiliated with an I. B. E. W. local union.

Delegate Moorer, president, Metal Trades Council, Charleston, South Carolina.

Delegate Leslie Rowe, president, Metal Trades Council, Norfolk, Virginia, and vice president East Coast Metal Trades.

Delegate Bill Rowe, international organizer, shipfitters, Norfolk, Virginia.

Joe Fredericks, international organizer, Sheet Metal Workers, and formerly of L. U. No. 28, New York City.

Delegate F. P. Kuffer, business representative, Sheet Metal Workers, L. U. No. 339, Charleston, South Carolina.

I was well pleased to see Brother McKennon, international organizer of Metal Trades Department, who has done such good work in Brooklyn and Philadelphia.

It is a well-known and accepted custom to leave the serving of dessert for the last course.

One of the committeemen to appear before the Under Secretary of the Navy was James E. Reilly, legislative representative, I. B. E. W., and was one of the "internationals" to make an individual report to the assembled conference.

Brother Reilly's report was a masterpiece. He stole the whole show. He was the highlight of the conference.

Delegate Moore, from Philadelphia and not an electrician, was also at the hearing before the Under Secretary of the Navy. After "Jimmy" Reilly made his report (and by that time it seemed everybody was "Jimmying" Brother Reilly), Delegate Moore took the floor and proceeded not only to eulogize Brother Reilly for the able manner in which he made the presentation of our case to the Under Secretary, but also caused the conference to break into a "spontaneous combustion" of praise. Well, Brothers, the "spontaneous combustion" became a conflagration of tumultuous applause. The assembled conference became a bedlam of cheering, shouting and applauding delegates.

After listening to the international representatives of the various trades and witnessing their very evident sincerity of purpose and the intelligence displayed by them, I am impressed with the fact that labor in general as represented by the A. F. of L. is safe and that electrical labor in particular as represented by the I. B. E. W. is safe when able to present such men as the perspicacious James E. Reilly.

I don't know what method the international officers of the I. B. E. W. use to uncover "material", whether it is similar to the one used by the scouts in the baseball world or if it is similar to the "talent scouts" in the "entertainment world" or if it is some other method peculiarly their own, but certain it is that the officers of the I. B. E. W. are entitled to a large measure of credit and praise when they present to us such a man as "Jimmy" Reilly, legislative representative of the I. B. E. W.

We are in good hands. "There is good news tonight."

JOHN C. TOOMEY, P. S.

**L. U. NO. 666,
RICHMOND, VA.**

Editor: Richmond is supposed to be "down

where the South begins" according to the local Chamber of Commerce, but those fellows have no explanation for all the "Yankee weather" we've been having lately. What with sub-freezing temperatures, snow, hail and rain, we're having a real winter in the Old Dominion state.

We take very great pleasure in announcing the appointment of our good Brother, Thurlow

R. Conway, to the electrical inspection department of this city. After all these years of wire-twisting it seems Red (to stretch a point!) wants to see what it's like to crack the whip at the rest of us for awhile.

There are few who could meet his qualifications for the job. The study of the National Electrical Code has long been his hobby. He has for the past four or five months conducted a code class for the fellows who lack their city cards. And it is to his credit that, with few exceptions, all who have had the benefit of his instruction have passed the examination with flying colors. Here's luck to you, Thurlow, from all the gang!

Work here in town is plentiful although most of it is small construction. Several million dollars will be spent on new buildings and additions to present structures in the very near future. Excavation has already started on a few of these. Brother Wiley, our business agent, can look forward to a rough time if they all do go up at the same time. Labor is as scarce as material in this area.

The electronics class has settled down to a steady pace, with the class about three-fourths through. We'll all be glad when the final day arrives for we've been at it for six months. The class was organized September 24, 1945, and has met each Monday night since.

Brother F. J. Cloyd, of No. 637, Roanoke, has the right idea about the Virginia State Electrical Workers Association. We of No. 666 are all for it, and if we can get a few of the other locals to see the light, the association seems assured.

R. M. ROBERTS, P. S.

L. U. NO. 686, HAZLETON, PA. Editor: L. U. No. 686, of Hazleton, Pennsylvania, has the

distinction of being the first labor group in the Hazleton area to donate to the new St. Joseph's Hospital fund. Hazleton was in dire need of additional hospital facilities and B-686 members unanimously voted a donation of \$100. A total of \$250,000 was realized by a local drive. The hospital will cost \$750,000 which means Hazleton will be on a par with the larger cities of the state in hospital facilities when it is completed.

Business Manager George E. Shermer was elected delegate to the convention and Brother Henry A. Steibing as alternate.

Hazleton has a newly organized Building Trades Council and Brother Steibing was elected president. Hazleton also now boasts a Central Labor Union and has managed to secure the office of vice presidency for the electricians.

HENRY A. STEIBING, P. S.

L. U. NO. 728, FT. LAUDERDALE, FLA. Editor: It has been so long since L. U. No. 728 has had a letter in the JOURNAL that some

of the members may think a hurricane blew us away, so I will make a feeble effort to inform them that such is not the case. To start with a few days ago International Representative A. C. McGranner called me from Miami and informed me that a friend of his by the name of Ed J. Brown and himself were coming over to pay me a visit the following day. I thought I had heard of this man Brown in the past six or seven years but could not place him, but when he landed here I found I knew him as the grand president of the I. B. E. W. and there wasn't a dull moment around this place for the next two hours.

And this Brother Brown is a handy man to have around the place. When he landed here he immediately took over the position of office boy, answering all incoming calls on my phone. He is very efficient on that job, in fact I think he could qualify in the higher brackets as a secretary. He put the old quiz on all the members but informed them that he never heard of me. After they were about to hang up under the impression they had the wrong number he would inform them he thought I was around here, perhaps out in the yard picking strawberries, and he would put me on the line, when they inquired who in h— that office boy Brown was and I informed them it was our International President Ed J. Brown. They were flabbergasted. One wireman told me next day that for the

balance of his life he intended to boast about being barked at by the big shot of the I. B. E. W.

Brother Brown had a little fault to find about the brand of weather I had in stock when he was here. Had I known he was coming I would have pulled a few strings with the weatherman for a better brand of weather. It was terrible. The temperature was way down around 76. Can you imagine a guy kicking about that brand of weather who had, just four days previously, had a hard time getting out of a snow bank in Washington, D. C., to come to sunny Florida.

President Brown was a busy man while here on the American Federation of Labor board, and I was surprised that he could spare the time to visit my humble home. In fact my chest puffed out so far that I busted two buttons off the best shirt I received last Christmas.

Now I have a growl coming, too, for when Brother Brown left here he informed me that he was going to show me up at the next convention as a low down weather faker. I want to give Brother Ed fair warning that if he broadcasts that while he was in my shanty on a visit, the sun was behind heavy clouds, that there was a cold rain on, and that I had my electric heater on to keep from freezing, which he threatened to do, I intend to have my Fort Lauderdale Chamber of Commerce put the bee on him the first time I catch him in my jurisdiction when the frost is on the pumpkin up north.

About three weeks ago I received a cordial invitation to attend a fish fry put on by Local No. 349, of Miami. My president, Red Ryle, and my vice president, Charles Helton, attended, and, Brothers, if you ever receive an invite to a fish fry by Local No. 349, do not fail to attend. I never saw so much swell fried fish and the trimmings, and so much beer in my life. All I saw was Brothers letting their belts out to the last notch, and the fish cook and the boys on the serving committee could not be beat, they were tops. We had a fine visit with our numerous friends in 349 and had a very delightful day. However, I want to give you a little advice if you ever do attend a fish fry down there and Assistant Business Manager Click is there, don't wear a coat, even if you do have the pockets rubber lined. This guy Click has a container all his own that holds two quarts of brew. When he wants a new head on the container, he just pours the nearest pocket full to make room for same. He poured mine full twice, and I think he got Business Manager Bill Johnson at least once, but he didn't put anything over on that old fox and former business manager (at the present time financial secretary for L. U. No. 349) George Bowes, or President Fred Henning. Those two bozos hid their coats and had their shirt tails out—no place to pour. I want to mention one thing in particular regarding the character of the members of 349. In my time of nearly 40 years I have attended a heck of a lot of beer parties, and after the party was well under way, in most cases, we had several scraps to mar the picnic. At this party there wasn't even a serious argument. I would like to call the Brothers who attended that fish fry perfect gentlemen, but realize if I did I would get my block knocked off the first time I landed in Miami, so I won't take a chance. I expected to see my friend, Ben Marks, at that party but was disappointed. Perhaps it wasn't the day the wife would allow him out. However, Brother Tindell, the scribe, who took Ben's place when he entered the service, was there and my comment on that doings. Anyway 349, many thanks for a very enjoyable day, and for goodness sake don't forget my address when you hold another party.

I received a swell letter from my old friend, Bachie, of Atlantic City, N. J. He feels so sorry for me that old age has crawled up on me; says he is just a punk compared to me, in fact three years younger. Well, I dug back in my mind record and found that Bachie and I were linemen over 35 years ago on a sleet storm over in Illinois. I was on the Bloomington end while Bachie was in a better spot in Peoria. They had good whiskey over there and plenty of it. Since that time I always posted my age on a 365-day yearly basis, but I think Bachie just figured the summers and not the winters when he compiled his age and in reality is only four days younger

than I am. Anyway, Bachie, when you are not too busy inspecting good and bad wiring why not write a letter to the JOURNAL as a special correspondent? I know there are at least a million Brothers who would appreciate one of your old time brand of letters for they haven't forgotten you as the top scribe of this JOURNAL for many years.

Regarding work in south Florida at this time, there is plenty to be done but no material to do it with, but if and when material is available we expect a young boom in south Florida.

After a long time trying, Local No. 728 received the approval of the W. A. B. for a raise in wages, but it was not for the 25 cents per hour we requested. They cut that in half and only allowed us half, the same as they did to other locals, so the scale for this local is \$1.62½ cents per hour. That is retroactive to January 1, 1946, and I know a guy who is going to have a bunch of headaches before he gets that retroactive mess straightened out to the satisfaction of the members and contractors in this jurisdiction.

My only hope is that they take the war restriction off organized labor soon and let us fight it out with the employer, catch as catch can. Damn, the war is over and we have done our part both in the service and industry, and what I cannot understand is why they still have a club over our heads. Perhaps the manufacturers' association could enlighten us along that line if they wished. They howl that strikes are holding up production, but they don't tell the public that the unions beat them to the punch when they were all set to cut wages to the bone.

My parrot boy friend who is still an honorary member of Local No. 728—name, Mike, card number 000—is still going strong and checking all members who happen in, but I noticed that the first thing Brother Ed Brown did when he landed here was go into a huddle with Mike. Now I don't think they were framing me, but do you know Mike has looked at me with contempt since he mingled with a big shot.

I am going to chop now for no doubt the Editor will use the old shears on some of this nonsense. I will try to get a letter in next month along different lines. So, wishing the entire Brotherhood a happy and prosperous 1946, I will close.

JUST PLAIN J. H. G., P. S.

L. U. NO. 801, MONTGOMERY, ALA. Editor: Now that the year 1945 has gone and 1946 has been put before us we should

all hitch up our belt and try to do more in the coming year than we have ever done before.

As you fellows know, we are all having our boys return from the horrors of the war that has only been over for a short time. Of course some of our Brothers will never return to this great world of ours, but the ones who do return, fellows, let us back here at home let them know we are proud to have been back with us.

Now we don't have to tell them what we did while they were gone for they already know that we were carrying on while they were away from home. I had something on my mind that has been troubling me for some time and I thought that I would write it in our electrical paper, for I am sure that a lot of our good Brothers will agree with me when they hear what I say. Now we have two army fields here in Montgomery, Alabama, and the housing problem is very bad here just as it is in a lot more places, and I am sure some of you Brothers have seen the same thing in your own city. Now these barracks are not only empty but the most of them have been nailed up, with no one at all staying in them. Now it seems to me that as many people as are begging for some place to live in, the Government could turn these barracks into a housing project to help ease this bottleneck. I have taken people into my house and tried to help out in every way that I could during the war, but it looks bad to see these places nailed up when we have so many people wanting some place to live.

I would like some of our good Brothers to write me or Washington or anybody whom you

think would see that this matter was brought out in the open so the public would see for themselves, for all they have to do is ride by and see that what I said was truth, for the boards are nailed across the doors, with no one at all living in them. Now I am sure we have plenty of people—not only here in Montgomery, Alabama, but in all parts of the country—who would be very glad to live in one of these barracks. Now these are my own statements and my local is not involved in this matter other than I think the most of our good Brothers feel the way I do about the above matter. I wish to take this opportunity to wish all you fellows a happy New Year, and may you all prosper during the year of 1946. I hope to be able to put something in every month, if I can find something to talk about and I am sure I can always find something to say about our great organization. Thanking you for same, I am

G. E. JACKSON, R. S.

L. U. NO. 887, CLEVELAND, OHIO

Editor: Our convention delegates have been elected, President M. A. Wallenstein and Recording Secretary Eugene Frank winning the election. While occupied with routine business coming before the local we heard many compliments upon the series of articles in the JOURNAL under the subject of electronics. The Brothers have gained much knowledge of the subject from the simple explanations contained in the articles, simple from the point of down-to-the-ground clearness and everyday language of the author. The JOURNAL has done itself proud in printing a series of that high type and it goes over big. Thanks to the author, Mr. Walther Richter.

In the order of business there is a little item called "The Good of the Union." The writer has an idea which might be of interest to all the Brothers in the electrical game. As we read the daily papers we see that this and that has taken place in the United Nations Organization meetings, and we sometimes wonder if those people gathered around the table in London, Moscow or wherever, are really going to bring peace to this old world or whether in a few years we will again have another war to disrupt our economy and throw us all in turmoil again. Most of us are about fed up with this war business and would like to see an end put to it once and for all. We know we will all get along better. We'll be better able to make our plans for the future, and the better things we all keep looking ahead for. With this thought in mind I ran across a copy of a book entitled, "The Anatomy of Peace", by Emery Reves, and I thought it could do no harm to read it over and see what the man had to say. Well, to my way of thinking this fellow Reves has something on the ball. He has reasoned this thing out to a fine point, I think. For the present, I just want to ask everybody to read it. Oh, by the way, I don't get anything out of the sale of this book, I just think the man has a good idea. If you can't get a copy either in book stores or the library, look at copies of the *Reader's Digest* for December, 1945 January and February, 1946, and you'll have the whole thing pretty well written out for you.

For the present, I repeat, I won't spoil it by telling what Mr. Reves has to say. If you're real busy just read the February issue of *Reader's Digest*. I'll just say one thing. It seems a cinch that the so-called big shots won't do much about it, so as always it is up to the working man to start the ball rolling.

I'll be glad to hear from you if you want to write me, after you've read it.

In the meantime let's plug for the good old I. B. E. W. and make 1946 a banner year!

H. G. FOLGER, P. S.

L. U. NO. 948, FLINT, MICH.

Editor: Breathing the free air of America, organized labor has prospered beyond the hopes of its most loyal supporters.

*I am glad I live in America,
Where impossible things come true,
I like to brag of my country's flag,
Just as all good Americans do.*

The I. B. E. W. has been for many years, and still is, one of the most active and respected branches of organized labor. Our almost unbelievable achievements during the period of the war is something to be proud of. Our loyalty did not stop at patriotic sentiment, it was expressed in worthy acts and deeds. We purchased War and Defense bonds by the millions. With pride we volunteered for all branches of the Government and Civilian Defense Services. We cooperated with other groups to maintain the morale and all worthwhile activities of the community, demanded by local and national necessity.

But all of this is past history. What of our future? Will we rest on our oars and let our boat drift unto the rocks of disaster that big business is sure to place there for us. We must keep alive and awake to the opportunities that lie ahead. In my opinion, the greatest era in the history of organized labor is just around the corner.

The doors of opportunity for organized labor are now open wider than ever before. Now is the time for every local union to get every worthwhile electrician in their jurisdiction into the folds of the I. B. E. W. You are not keeping them from making a living by refusing them a card and you have no control over them. Come awake to the fact that in numbers there is strength. With the anti-labor activities increasing as they are, we need all the strength we can muster. Attacks on labor are serious and are coming from many quarters. A few members of Congress have talked about the enacting of laws with "bulldog teeth to deal immediately and effectively", with work stoppages. In plain English they want to use the old whip, but thank heaven for small favors, we have a few friends in the high places. Big business is trying to devise ways and means to hamstring labor. Capital is not interested in the Biblical quotation that a laborer is worthy of his hire. Capital does not seek to find out if the average man gets paid enough to live decently. They turn deaf ears to the fact that industrial peace and the prevention of strikes is not unattainable. Why? Because they know the solution lies in the hands of the employer, not of labor. And with just a few exceptions, the employer has failed to safeguard his most valuable asset in producing and amassing his fortune—the worker.

Now then, is it so strange that the workers gravitated to the unions. They at least got them more money and better working conditions. That being true, is it so very strange that workers believe they owe a greater debt to the union than they do to the employer? The employer should understand that unionism is a natural and a general thing. A corporation is a union. The Chamber of Commerce of every city is a union. The National Association of Manufacturers is a union, and our U. S. A. is a union. Now if unity is good for those mentioned above, why in hell isn't it good for the worker?

It is not very nice to think about but there are some political parasites and big business buccaneers trying through radio and the daily press to set the returning veteran against the worker. The object of promoting this dastardly cleavage is to weaken the union. The same thing happened after World War I. Both the returning soldier and the war worker are suffering from war nerves. They can find sources of friction if they try to, but we have one thing in our favor, there were more union men in this war than in World War I. We all know that big business with the help of Army and Navy brass let all kinds of anti-labor propaganda get through to the fighting men with the hopes of laying a foundation for their union-busting program. Just such tactics as these are what started Germany on the down grade. Germany stands today as a shining example before all the liberty-loving people of the world. What horrible things happen when the citizens refuse to exercise their rights as citizens and permit corrupt politicians, paid strike breakers (state militia) and the leaders of high finance to take over and become all too powerful.

Big business-U. S. A. is heading in the same direction as big business did in Germany a decade ago. A few of them have been dictating

the laws in some of our states for years. Now they are trying to dictate to the nation and make organized labor the goat.

Brothers, we have just gobs and oodles of work here when the General Motors strike is settled, and will need a lot of help. Our business manager would like for all business managers who send men out of town to instruct those men that they are being sent out to work, not on a paid vacation.

I know there are some that are not going to like what I am about to say, but it is true and the truth hurts. Brothers, when we go on a job from here on out, we have got to go there to work, if we want to stay on the job. Your old uncle with the long whiskers is not paying the shot now. When Uncle Sam was paying the shot, the contractors and the corporations had a dozen men on the job where they will have six or eight now. It's going to be a sad awakening for some of the Brothers who came in during the war, and it's going to be a headache for some of the business managers. This is not a pleasant thought to leave with you, but we must turn over a new leaf if we intend to make the right kind of progress. We must be a friend to the contractor, if he will let us be his friend. He needs us and we need him. And there is more downright satisfaction in working in harmony than in being hostile to one another. I don't mean we should bend over backwards for anyone, but meet the guy halfway.

J. J. DUNCAN, P. S.

L. U. NO. 1013, HARTFORD, CONN.

Editor: The members of Local B-1013 have just returned to work on January 14, 1946, after an absence of nine weeks.

The strike started on November 13, 1945, when approximately 130 machinists and toolmakers, members of Capitol City Lodge 354, International Association of Machinists, failed to reach an agreement with the management of the Arrow-Hart and Hegeman Electric Company. Their demand for a 40- instead of a 50-hour work week and a 20 per cent increase in pay was the cause of this strike. Members of Local B-1013, I.B.E.W., have repeatedly refused to cross the picket line.

The lockout proved beyond any doubt the spirit and union mindedness of the production workers of our local. Upon refusal to cross the picket line, members of Local B-1013 applied for unemployment compensation which was granted by the commissioner of labor in the State of Connecticut only to be protested by the management of said company. To date, no unemployment checks have been received by those who applied, suffice to say that we are optimistic in the final outcome.

The final outcome of this strike and lockout is that both locals have reached an agreement with the management for a 40-hour work week and a 15 per cent increase in pay.

We have the highest hopes and prospects for a busy year ahead. Peacetime production and goods now have the green light to go ahead and with it a share of decent standard of living for us.

FRANK PARZYCH, P. S.

L. U. NO. 1183, PLYMOUTH, N. C.

Editor: This is our first report to the JOURNAL, although we have enjoyed reading of the accomplishments of the other locals.

We are relatively a small local, although I can say there is no stronger local in the South. Our membership is 100 per cent union.

We owe much of our success in our recent negotiations and contracts with our employer, to our capable business manager, W. A. Smith, and President P. C. Trogden.

In our last contract, which was last July, we got a five-cent raise, making our scale \$1.30. We also got four paid holidays and other minor improvements. We got a two weeks' paid vacation of 4 per cent of our total earnings for employees with five years' service and one week at 2 per cent for members with less than five years.

Last November 18, H. O. Lovic, W. A. Smith,

Sam Lucas and David Brown attended the meeting of the State Electrical Workers Association, at Durham. Many things of interest were discussed at this meeting. Our vice president, Gordon Freeman, made a very timely address. We also heard from Representative Adair. The next meeting is set for January, in Wilmington.

In line with our policy of having a family party each year, we held a Christmas party last December 21. In fact, according to comment, it was the best party we ever had.

Santa Claus was on hand to give the kids a thrill as well as a present. Santa was our "Tubby White" who deserves a hand for his performance.

Our next party will be a stag to give Fred Floyd a chance to enjoy his favorite pastime.

It seems Carl Wynne has a red face whenever a reamer is mentioned. Maybe I can get Carl to tell you about it in a future issue.

We had with us at our meeting of December 12, 1945, Taurus Ivachieu, who has just returned from service with Uncle Sam's Navy. He held the rating of chief petty officer in the electrical branch. We of 1183 are proud of the record made by Brother Ivachieu and welcome him back to the shop.

We are equally proud of Grover Edwards, who has returned from the Army. Brother Edwards was a sergeant and served in France, Belgium and Germany.

May we take this chance to send, although a little late, New Year's Greetings to our members in the field. Let us hear from you.

H. O. Lovic, R. S.

L. U. NO. 1383, Editor: Having had BALTIMORE, MD. the pleasure of introducing our Local

Union B-1383 to all locals within the I.B.E.W. in our February issue, we now take great pleasure in letting the organizations know that at our first meeting of 1946, which was held on January 18, our officers and members had the honor to witness the largest number of new members taking the I.B.E.W. obligation at the same time. The highlight of the occasion was the fact that they are former service men, now returning to civilian duty again. And that, Brothers, is what we would like to see at every meeting. To Brother Walter Ross, our business agent, credit is due for his untiring efforts in getting all the applications properly filled out. Also a big hand to Brother Phil Ferrara, who admits he has a great pride in our build-up as a labor organization. Some day the I.B.E.W. may come out with something like the academy award or citation or what have you, and will bestow said honors upon our worthy Brothers. Would that come under the head of new business or good of the order? This writer, somehow tries to get all the proceedings going on without resorting to pencil and pad, but when discussions arise, pro and con, it gets kinda tough on memory lane. So much for that.

Now for the "Flashy Flashes." Ask Brother George Greb, of the gas engine shop, how many street cars he takes to get home.

For the benefit of the Brothers who formerly worked at the yard and happened to know the commandant, Commodore LeRoy Reinburg, he will be retired as of February 1, 1946, with proper military pomp. His successor, Commodore William J. Keester, U. S. Coast Guard, will become the new Navy Yard commandant at the same ceremony. We, the employees of the Coast Guard Yard Electrical Shop No. 51, and Local No. B-1383, wish them both success and health in their new set up. Also a word or two for the refreshment committee who handled their duty very skillfully in keeping refreshments, pretzels and potato chips nice and cold, keep up the good stuff, boys.

This is all for now. See you next issue.

REUBEN SEARS, P. S.

DEATH CLAIMS FOR JANUARY, 1946

L. U.	Name	Amount
I. O. (7)	J. J. Sullivan, Jr.	\$650.00
I. O. (77)	A. J. Camble	1,000.00
40	F. F. McDonald	1,000.00
936	E. Hughes	650.00

L. U.	Name	Amount
444	G. W. Reed	1,000.00
175	A. T. Johnson	1,000.00
640	T. Barrett	1,000.00
775	H. B. Phillips	1,000.00
I. O. (602)	J. W. Middleton, Jr.	475.00
734	R. C. Spaine	1,000.00
77	W. B. Cannon	1,000.00
46	A. Gustafson	300.00
332	H. W. Fleming	1,000.00
160	A. H. Oehme	825.00
760	H. F. Casey	1,000.00
292	A. Stark	650.00
I. O. (101)	J. Richt	1,000.00
1393	F. J. Rehman	300.00
I. O. (431)	A. L. Milbrath	1,000.00
84	T. B. Campbell	1,000.00
9	A. L. Maurice	1,000.00
52	N. Habicht	1,000.00
3	M. Goldstein	475.00
23	H. E. Ambourn	1,000.00
134	W. Waschkuhn	1,000.00
616	W. F. Jarnagin	825.00
6	F. B. Hale	1,000.00
907	L. F. Sheppard	1,000.00
77	T. R. Miles	1,000.00
796	J. H. Causey	825.00
I. O. (724)	J. L. Quinn	825.00
I. O. (2)	W. J. Brown	1,000.00
936	H. Smith	300.00
I. O. (11)	T. E. Hayes	650.00
6	J. B. German	825.00
6	L. F. Ryan	1,000.00
214	J. Murar	1,000.00
I. O. (323)	G. H. Blake	1,000.00
3	J. Silver	1,000.00
65	D. F. Sullivan	1,000.00
I. O. (621)	C. E. Morgan	1,000.00
I. O. (595)	R. S. Bridge	650.00
I. O. (134)	J. S. Ryan	1,000.00
I. O. (640)	William D. Brock	1,000.00
38	G. H. Shaw	1,000.00
555	R. D. Moore	825.00
295	S. M. Baker	650.00
18	H. Hain	825.00
849	W. McQuade	1,000.00
3	E. C. Knowles	650.00
501	C. Bergen	1,000.00
134	James Kirby	1,000.00
134	A. D. Faucault	1,000.00
723	R. M. McDonald	1,000.00
27	R. T. Warren	1,000.00
3	J. J. Creamer	1,000.00
I. O. (3)	J. F. McCaughey	1,000.00
I. O. (702)	J. J. Dalton	1,000.00
I. O. (865)	L. Rohrer	1,000.00
414	C. F. Glessner	825.00
104	E. F. Robinson	1,000.00
I. O. (108)	B. Brach	1,000.00
744	E. H. Teter	1,000.00
934	L. C. Buchanan	825.00
I. O. (134)	H. S. Swanson	1,000.00
I. O. (98)	William J. Wood	1,000.00
479	L. M. Foster	1,000.00
193	A. F. Hughes	1,000.00
139	A. E. Fille	475.00
I. O. (134)	W. C. Beardsley	1,000.00
134	J. H. Leach	1,000.00
136	B. H. Mitchell	1,000.00
618	E. F. Breen	300.00
3	M. Simon	1,000.00
I. O. (1245)	G. E. Anderson	475.00
947	R. N. Menard	1,000.00
I. O. (593)	H. E. Jones	650.00
I. O. (80)	H. M. Finley	1,000.00
3	J. J. Fitzgerald	825.00
I. O. (649)	L. G. Proberger	1,000.00
I. O. (104)	A. J. McMillan	1,000.00
104	G. E. Call	1,000.00
277	J. S. Newton	475.00
5	J. V. Foley	1,000.00
481	A. H. Myers	1,000.00
48	E. F. Jones	475.00
1316	R. G. Roan	650.00
245	D. Mullenix	1,000.00
I. O. (1085)	J. S. Fleming	1,000.00
39	Lee Williams	1,000.00
3	W. Sheehan	1,000.00
I. O. (6)	P. Burchard	1,000.00
I. O. (775)	H. C. Smith	1,000.00
I. O. (134)	A. W. Brown	1,000.00
3	F. J. Audley	1,000.00
160	G. G. Walin	1,000.00
660	E. J. Simon	1,000.00
I. O. (134)	W. L. Ferguson	825.00
953	I. M. Hansen	1,000.00
3	B. H. Sherman	1,000.00
I. O. (134)	P. Mahoney	1,000.00
574	Leslie Kirk	1,000.00
3	J. Scholl	1,000.00
I. O. (52)	A. J. Korn	650.00
I. O. (103)	L. H. Montague	1,000.00
I. O. (1099)	J. A. Singleton	1,000.00
292	W. A. Whitney	1,000.00
I. O. (98)	D. J. Driscoll	1,000.00
I. O. (953)	H. M. Hansen	1,000.00
347	J. G. Niswender	1,000.00
I. O. (66)	J. S. Luckie	1,000.00
813	W. D. Saunders	1,000.00
76	K. Kapteina	300.00
844	C. D. Banks	1,000.00
340	A. B. Campbell	150.00
346	W. R. Dodge	150.00
595	H. L. Maillet	150.00
77	A. W. Bell	150.00
595	E. C. Montgomery	150.00
339	Thomas Cann	150.00
I. O. (101)	Bert Barbro	150.00
16	F. D. Mull	150.00
I. O. (949)	Martin Kill-oyne	150.00
I. O. (333)	E. E. Berry	150.00
636	C. W. Bennett	1,000.00
3	Paul Klein	150.00
587	W. W. Battle	150.00
773	D. E. Scott	1,000.00
595	E. J. Sullivan	150.00
9	J. E. Frisby	150.00
3	Karl Schuller	150.00
780	J. T. Gibson	150.00
339	Paul Kubaroff	300.00
561	Armeda Chesnel	1,000.00
561	A. Lajeunesse	475.00
11	A. Theroux	475.00
	D. Adkins	150.00
Total		\$108,900.00

How International Office Uses Research Data

1. Places I. O. in most favorable position of any international office of any labor union.
2. Enables I. O. to prepare briefs to appear in cases before private employers and government departments.
3. Enables I. O. to know instantly wages, hours, working conditions and employment status of members.
4. Enables I. O. to watch trend of electrical work from one field to another.
5. Makes permanent economic record over many years for the entire union.

WOMAN'S WORK

(Continued from page 98)

that comes in contact with the patient in any way is a possible germ carrier. When it leaves the room it must be disinfected or boiled before it touches anything else. The nurse should wear a shortsleeved smock (clean one each day) over her dress all the time she is in the sick room, removing it on leaving, being careful in putting it on and taking it off that the outside never touches her inner clothing. Soap and water should be the nurse's best friends and she should wash her hands after every contact with the patient.

Outside the bedroom door on newspapers keep a pail of soapy water for soiled dishes and one filled with washing soda and water for soiled linen. Boil dishes 15 minutes before using again (food must be scraped onto newspaper and burned) and boil clothing 15 minutes before putting it in with the regular laundry. Do not touch the outside of these containers with contaminated hands (hands that have touched the patient or anything connected with him and have not been washed).

(Continued on page 115)



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Local Union _____

New Address _____

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ZONE NO.

ZONE NO.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
1200 15th St., N. W., Washington 5, D. C.

IN MEMORIAM

Rolland E. Pierce, L. U. No. 8

Initiated May 29, 1912

Whereas, Almighty God, in His infinite wisdom, has seen fit to take from our midst Brother Roland E. Pierce; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That the members stand in silence for a period of one minute in tribute to his memory and that our charter be draped for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be placed in the minutes of our meeting, a copy sent to the family of our departed Brother, and a copy sent to our official Journal for publication.

PHILIP RILEY,
JOHN KLEMENT,
ARTHUR LANG,

Toledo, Ohio.

Committee

Lloyd D. Mull, L. U. No. 16

Initiated July 17, 1942

It is with deep sorrow and regret that we record the death of Brother Lloyd D. Mull.

Resolved, That we pay tribute to his memory by expressing our sincere sympathy to his family; and be it further

Resolved, That our charter be draped for a period of 30 days, that a copy of these resolutions be spread on the minutes of our meeting, and a copy be sent to our official Journal for publication.

GEORGE J. MORROW,
Evansville, Ind. Business Manager.

Albert Lee York, L. U. No. 18

Initiated September 6, 1933

Henry Holm, L. U. No. 18

Initiated June 1, 1937

Oscar T. Swanson, L. U. No. 18

Initiated September 18, 1942

L. B. Hedges, L. U. No. 18

Initiated June 1, 1945

Whereas, Almighty God, in His infinite wisdom, has seen fit to take from our midst Brothers L. B. Hedges, Albert York, Henry Holm and Oscar T. Swanson; and

Whereas, the passing of these Brothers to their eternal reward has deprived Local Union B-18 of loyal and respected members; now, therefore, be it

Resolved, That this meeting stand for one minute in silent tribute to their memory; and be it further

Resolved, That the charter be draped for a period of 30 days; and be it further

Resolved, That we at this time express our condolences to the families of these Brothers in their bereavement; and be it further

Resolved, That a copy of these resolutions be incorporated in the minutes of this local union, a copy sent to the family of each of the late Brothers, and a copy to the International Office for publication in the Electrical Workers' Journal.

Requiescat in pace.

F. W. BARTHOLOMEW,
EVAN HUGHES,
L. R. SISSON,

Los Angeles, Calif.

Committee

Harry E. Ambourn, L. U. No. 23

Initiated March 30, 1937

It is with deep sorrow and regret that we, the members of Local Union No. B-23, I. B. E. W., mourn the passing of Brother Harry E. Ambourn; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere regret and sympathy; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy spread upon our minutes, and a copy sent to our Journal for publication; and be it further

Resolved, That we drape our charter for a period of 30 days, and that the members stand for one minute in silent tribute.

St. Paul, Minn.

WILLIAM FEEHAN,
Chairman.

Nelson Habicht, L. U. No. 52

Initiated April 25, 1918

Louis Milbauer, L. U. No. 52

Initiated June 19, 1941

It is with keen regret that we, the members of Local Union No. 52, I. B. E. W., record the passing of our Brothers Nelson Habicht and Louis Milbauer; therefore be it

Resolved, That we pay tribute to their memory by expressing to their families our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to the International Office for publication in our official Journal, and a copy be spread on the

minutes of our meeting, and a copy be sent to their bereaved families.

Newark, N. J.

LOUIS VEHLING,
Recording Secretary

Earl Pugh, L. U. No. 64

Initiated July 3, 1923

It is with deep sorrow and regret that we, the members of Local Union No. 64, record the passing of our esteemed member, Brother Earl Pugh; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our heartfelt sympathy in the loss of this loved one; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy be spread upon the minutes of this meeting, and a copy be sent to our official Journal for publication; and be it further

Resolved, That the charter of Local Union No. 64 be draped for a period of 30 days.

ALBERT WOLZ,
WILLIAM H. STAAB,
CHARLES BOWDICH,
Youngstown, Ohio. Committee

B. B. Wilson, L. U. No. 66

Initiated October 5, 1938

Whereas, Almighty God, in His infinite wisdom and mercy, has seen fit to remove from our midst our esteemed and worthy Brother, B. B. Wilson, who died on October 31, 1945, in the performance of his duty; and

Whereas in the passing of Brother Wilson, Local Union No. B-66 has lost a true and loyal member; therefore be it

Resolved, That we pay tribute to his memory by expressing our heartfelt sympathy and sorrow to his bereaved family in their hour of sorrow; and be it further

Resolved, That a copy of these resolutions be sent to his wife, a copy spread on the minutes of our local union, and a copy sent to the Electrical Workers' Journal for publication; and be it further

Resolved, That our charter be draped for 30 days as a tribute to his memory.

H. J. BARNETT,
JOE A. HILL,
M. G. PAYNE,
Houston, Texas. Committee

William B. Hillman, L. U. No. 73

Initiated January 3, 1939

With genuine feelings of sorrow and sadness at our loss, since God in His infinite wisdom has summoned to his care our fellow worker and Brother, we, the members of Yakima Unit of L. U. No. B-73, hereby record the sudden passing of Brother William B. Hillman at 10 p. m., on December 31, 1945.

Those of us who knew Brother Hillman best and had the privilege at times in the past of working with him, recognize in him a pioneer electrician of this valley community, who served with his tools of the trade and his knowledge, the citizens of central Washington for 39 years; therefore be it

Resolved, That we pay tribute to his memory by standing in silence one minute at a meeting of this local union; and be it further

Resolved, That our charter be appropriately draped in his memory for a period of 30 days; and be it also

Resolved, That a copy of these resolutions be spread upon the minutes of this meeting, a copy be sent to the family and a copy be sent to the Electrical Workers' Journal for publication.

ROY H. JOHNSON,
ANDY FOREMAN,
HAROLD M. RIAL,
Spokane, Wash. Committee

Robert Dixon, Jr., L. U. No. 86

Initiated April 25, 1941

With a profound feeling of sorrow, we, the membership of Local Union No. B-86, I. B. E. W., record the passing of Brother Lt. Robert Dixon, Jr., of the United States Army Air Forces, while in service overseas.

Resolved, That we pay tribute to his family by expressing our most sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to the family, a copy spread upon our minutes, and a copy be sent to the International Office for publication in the Electrical Workers' Journal; and be it further

Resolved, That the charter be draped for a period of 30 days and that this body stand for one minute in silence in honor of his passing.

CARL LAUTERBORN,
H. LINDSKOOG,
LOUIS DRONS,
Rochester, N. Y. Committee

William C. Johnson, L. U. No. 98

Initiated June 8, 1922

It is with the deepest regret that we advise you of the passing from our midst of our Business Manager, Brother William C. Johnson.

During the years since his obligation on June 8, 1922, he had faithfully served in many minor offices and on committees for the organization, and more recently, as Executive Board member of Local Union No. B-98 for a number of years, delegate to the Central Labor Union and also to the Building and Construction Trades Council of Philadelphia, of which he became one of the vice presidents, which office he served with distinction.

He was very active in the affairs of the Business Managers' Association which meets monthly for the benefit of the organizations of Eastern Pennsylvania and surrounding territories, and was also an active and enthusiastic delegate to the Pennsylvania State Electrical Workers' Association.

While it is only a brief time since December 19, when he passed away, we are already keenly aware of his absence. His aggressiveness, foresight, and keen sense of responsibility was reflected in the activities of our organization and can be felt even as of now to be one of the things that will be most missed in the immediate future.

We are grateful to the many organizations that have been so profuse in their condolences to both this organization and his immediate family.

Resolved, That our charter be draped in his honor for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be spread on our minutes, a copy sent to the International Office for publication, and a copy to his bereaved family.

WILLIAM J. MIDDLETON,
JAMES T. ROGAN,
AUG ROTH,
Philadelphia, Pa. Committee

A. E. Pilie, L. U. No. 130

Initiated February 16, 1943

August Marino, L. U. No. 130

Initiated May 8, 1937

It is with deep sorrow and regret that the members of Local Union No. B-130, record the death of their worthy friends and Brothers, August Marino and A. E. Pilie. They will long be remembered by their many friends, and we assure our loved ones that we share in their grief, and we extend our sympathy to them; therefore be it

Resolved, That a copy of these resolutions be spread on our minutes, a copy sent to the family, and a copy sent to the International Office for publication in the Journal; and be it further

Resolved, That our charter be draped for a period of 30 days in their memory.

F. DALFERES,
S. G. DOBSON, SR.,
H. L. LLOYD,
New Orleans, La. Committee

William H. Adkins, L. U. No. 156

Initiated May 16, 1910

Whereas, Almighty God, in His infinite wisdom, has seen fit to call from our midst our esteemed and worthy Brother, William H. Adkins, who has been a true and loyal Brother of L. U. No. B-156; therefore be it

Resolved, That we pay tribute to his family and friends and extend our sincere sympathy to them; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late departed Brother; that they be spread in full upon the minutes of L. U. No. B-156 and a copy be sent to the Electrical Workers' Journal for publication; and be it further

Resolved, That the members stand in silence for a period of one minute and that our charter be draped for 30 days as a tribute to his memory.

BILL CALDWELL,
LEE C. YOUNG,
J. E. TURNBOW,
Fort Worth, Texas. Committee

Godfrey Walin, L. U. No. 160

Initiated March 3, 1937, in L. U. No. 292

Albert Oehme, L. U. No. 160

Initiated August 21, 1941

With a sincere feeling of sorrow and regret, we, the members of Local Union No. B-160, I. B. E. W., record the death, January 6, 1945, of our departed friends and Brothers, Godfrey Walin and Albert Oehme.

Resolved, That we pay tribute to their memory by expressing to their families and friends our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to their families, a copy spread on our minutes, and a copy be sent to the Journal of Electrical Workers for publication; and be it further

Resolved, That the members stand in silence for a period of one minute as a tribute to their memory and that our charter be draped for a period of 30 days.

H. E. LEONARD,
Business Manager.
Minneapolis, Minn.

William Petrashak, L. U. No. 163

Initiated February 3, 1921

It is with deepest sorrow that we, the members of L. U. No. 163, record the death of our Brother, William Petrashak; therefore be it

Resolved, That our charter be draped for a period of 30 days in respect to his memory, and

that a copy of this resolution be sent to his family, a copy sent to the Electrical Workers' Journal for publication, and a copy be spread on the minutes of our regular meeting.

GEORGE J. BECKER,
Wilkes-Barre, Pa. Recording Secretary

Paul F. Lane, L. U. No. 175

Initiated June 19, 1939

Arthur T. Johnson, L. U. No. 175

Initiated March 21, 1934

With deep sorrow and regret we, the members of Local Union No. 175, record the untimely death of our Brothers, Arthur T. Johnson and Paul F. Lane; therefore be it

Resolved, That we drape our charter for 30 days in their memory; and be it further

Resolved, That a copy of these resolutions be sent to their families, a copy be spread on the minutes of Local Union No. 175, a copy be sent to *The Labor World*, and a copy be sent to the Electrical Workers' Journal for publication.

ROBERT H. MCKENZIE,
NEVON STONE,
JEAN PAUL JONES,

Chattanooga, Tenn. Committee

Alva F. Hughes, L. U. No. 193

Initiated April 14, 1920, in L. U. No. 646

Whereas, Almighty God, in His infinite wisdom, has seen fit to remove from our midst our esteemed and worthy Brother, Alva F. Hughes, who died January 1, 1946; and

Whereas in the passing of Brother Hughes, Local Union No. 193 has lost a true and loyal member; so be it

Resolved, That we pay tribute to his memory by expressing to his family and friends our sincere sympathy in their sorrow; and be it further

Resolved, That a copy of these resolutions be sent to the Electrical Workers' Journal for publication, and a copy spread on the minutes of this local union; and be it further

Resolved, That the charter be draped for a period of 30 days in tribute to his memory.

KARL BITSCHENAUER,
Springfield, Ill. Business Manager.

W. J. Young, L. U. No. 214

Reinitiated April 4, 1930

John Murar, L. U. No. 214

Reinitiated June 1, 1934

Whereas, Almighty God, in His wisdom, has seen fit to call from our midst our esteemed and worthy Brothers, John Murar and W. J. Young; and

Whereas, in their deaths, Local Union No. 214 has lost the services of true and loyal Brothers, and a former Executive Board member; therefore be it

Resolved, That we, the members of L. U. No. 214, pay tribute to their memory by expressing to their bereaved relatives our sincere sympathy in this hour of sorrow; and be it further

Resolved, That we drape our charter for a period of 30 days and that the members stand in silence for a period of one minute as a mark of respect to them; and be it further

Resolved, That a copy of these resolutions be sent to their families, a copy spread upon our minutes and a copy sent to our Journal for publication.

C. H. FOOTE,
J. A. WRIGHT,
RAY RATHBURN,

Chicago, Ill. Committee

Emmet John Kenney, L. U. No. 232

Initiated April 28, 1938

The International Brotherhood of Electrical Workers Local Union No. B-232, at this meeting, January 3, 1946, adopted the following resolutions:

Resolved, That in the passing of Emmet J. Kenney, our beloved member, this union has suffered a grievous loss. His devotion to his associates and his thoughtfulness for his fellow workers endeared him to all. His love of life and his cheery way were always an inspiration and a cause of admiration to his friends; be it further

Resolved, That these resolutions be spread upon the minutes of the local; be transmitted to Mrs. Emmet J. Kenney that we may extend to her and the members of her family an expression of our heartfelt sympathy.

WESLEY A. GUILFOYLE,
MAX H. STREICH,
LEON DOGAT,

Kaukauna, Wis. Committee

James S. Newton, L. U. No. 277

Initiated October 29, 1943

James D. Burns, L. U. No. 277

Initiated August 10, 1945

Whereas Almighty God, in His infinite wisdom, has seen fit to take from our midst Brothers James S. Newton and James D. Burns; and

Whereas the passing of these Brothers to their eternal reward has deprived Local Union No. B-277 of loyal and respected members; now, therefore, be it

Resolved, That this meeting stand for one minute in silent tribute to their memory; and be it further

Resolved, That the charter be draped for a period of 30 days; and be it further

Resolved, That we at this time express our condolences to the families of our Brothers in their bereavement; and be it further

Resolved, That a copy of these resolutions be incorporated in the minutes of this local union, a copy sent to the families of the late Brothers, and a copy to the International Office for publication in the Electrical Workers' Journal.

PETER SHARKEY,
LOUIS RUSSO,
MAX ROTHMAN,
New York, N. Y. Committee

Albert Stark, L. U. No. 292

Initiated March 3, 1942

William Whitney, L. U. No. 292

Initiated October 28, 1912

With deep sorrow and regret, we, the members of Local Union No. B-292, record the passing of an old friend, Brother William Whitney, and also the sudden passing of our dear friend and Brother, Albert Stark.

Whereas, Local Union No. B-292 has lost in the death of Brother Whitney a true friend of many years' standing as well as a loyal member, and a loyal member and friend in Brother Stark; therefore be it

Resolved, That we pay tribute to their memory by expressing our sympathy to their families in their bereavement; and be it further

Resolved, That a copy of these resolutions be spread on the minutes of the local union, a copy be sent to the Electrical Workers' Journal for publication, and a copy be sent to the family of our late Brother.

EDWARD J. CONWAY,
Minneapolis, Minn. Press Secretary

Martin J. P. Braun, L. U. No. 305

Initiated November 9, 1905

It is with the deepest regret and sorrow that we, the members of Local Union No. B-305, announce the death of Brother Martin J. P. Braun; and

Whereas Brother Braun was a true and loyal member of the Brotherhood; and

Whereas we feel that we have lost a true, old-time union man; therefore be it

Resolved, That we pay tribute to his memory by standing with bowed heads; and be it further

Resolved, That we express our sincere regrets to his bereaved family, that a copy of these resolutions be spread on the minutes and that our charter be draped for a period of 30 days.

A. H. MEYER,
Fort Wayne, Ind. Recording Secretary

Howard W. Fleming, L. U. No. 332

Initiated November 12, 1914

Whereas, Almighty God, in His Wisdom, has seen fit to call from our midst our esteemed and worthy Brother Howard W. Fleming, who has been a true and loyal Brother of L. U. No. 332; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family and friends our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late departed Brother, that they be spread in full upon the minutes of L. U. No. 332, and a copy be sent to the Electrical Workers' Journal for publication; and be it further

Resolved, That the members stand in silence for a period of one minute and our charter be draped for 30 days as a tribute to his memory.

E. H. SUEDEKER,
HOWARD K. FIELD,
M. P. CADWALLADER,
San Jose, Calif. Committee

Lorne G. Park, L. U. No. 353

Initiated December 11, 1924

It is with deepest sorrow and regret that we, the members of L. U. No. 353, record the passing of Brother Lorne G. Park; therefore be it

Resolved, That we pay tribute to his family by expressing our most sincere sympathy; and be it further

Resolved, That a copy of these resolutions be spread on the minutes, a copy sent to his family, and a copy to the Electrical Workers' Journal for publication; and be it further

Resolved, That our charter be draped for a period of 30 days and that this body stand for one minute in silence in honor of his passing.

CECIL M. SHAW,
Toronto, Ontario. Business Manager

Charles F. Glessner, L. U. No. 414

Initiated September 29, 1941

With a sincere feeling of sorrow and regret we, the members of Local Union No. B-414, record the sudden death of our esteemed and worthy Brother, Charles F. Glessner; and

Whereas, it is our desire to express our loss and grief to the loved ones left behind and extend to them our sympathy and understanding; therefore be it

Resolved, That the members stand in silence for a period of one minute, as a tribute to his memory, and that our charter be draped for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be sent to his bereaved family, a copy be spread on our minutes, and a copy be sent to the official Journal of the Brotherhood for publication.

IVAN B. MUSSER,
WILLIAM I. WITTICK,
JOHN K. RUDISILL,
JOSEPH E. KROLL,
Lancaster, Pa. Committee

Leo H. Kelsey, L. U. No. 415

Initiated October 8, 1912, in L. U. No. 11

The sudden death of Brother Leo H. Kelsey has brought to L. U. No. 415, I. B. E. W., a sense of real personal sorrow. Those of us who knew and had the pleasure of working with him feel his loss keenly; therefore be it

Resolved, That Local Union No. 415 extend to his wife and dear ones our sincere sympathy, and may the thoughts of his own good deeds be a constant reminder to them of his splendid character and his wish to help others, and may this thought bring a measure of consolation to them; and be it further

Resolved, That the charter of our local be draped for 30 days as a token of respect to his memory; that this resolution be recorded in the minutes of this local, a copy be sent to his family and a copy be sent to our Journal for publication.

HOMER A. MOYER,
CLAUDE C. STOCKER,
RAY R. WELSH,

Cheyenne, Wyo. Committee

Paul C. Bunnell, L. U. No. 420

Initiated February 2, 1943

It is with deep sorrow and regret that we, the members of Local Union No. B-420, employees of the Connecticut Light and Power Company, record the passing of Brother Paul C. Bunnell.

Resolved, That we pay tribute to his memory by expressing our heartfelt sympathy and sorrow to his bereaved family and relatives in their dark hour of sorrow; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy be spread on the minutes of Local Union No. B-420 and a copy be sent to the official Journal for publication; and be it further

Resolved, That our charter be draped for a period of 30 days, and that we stand in silent meditation for one minute as a tribute to the memory of our late Brother Paul C. Bunnell.

CHARLES KENNY,
EDWIN PULLWITZ,
CLARENCE RADER,
Waterbury, Conn. Committee

H. F. P. Sullivan, L. U. No. 424

Initiated September 10, 1941

It is with deep sorrow and regret that we, the members of L. U. No. 424, record the passing of our Brother, H. F. "Pat" Sullivan; therefore be it

Resolved, That we express our heartfelt sympathy to his family in their time of great bereavement; and be it further

Resolved, That we send a copy of these resolutions to the Journal for publication and a copy be spread upon our minutes.

A. S. RIDDIATT,
Edmonton, Alberta. Recording Secretary

L. M. Foster, L. U. No. 479

Initiated June 2, 1936

It is with a sincere feeling of sorrow and regret that we, the members of Local Union No. B-479, record the passing of our worthy Brother, L. M. Foster; therefore be it

Resolved, That we extend to his wife our sincere sympathy; and be it further

Resolved, That our charter be draped for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be sent to his wife, a copy sent to our official Journal for publication and a copy be spread upon the minutes of this local union.

U. R. HOLST,
F. E. MACK,
LEON BUCKLER,
O. R. ROWE,
Beaumont, Texas. Committee

A. H. Myers, L. U. No. 481

Initiated November 19, 1924

We the members of Local Union No. 481, I. B. E. W., with a sincere feeling of sorrow and regret, record the passing of Brother A. H. Myers; therefore be it

Resolved, That we express our sympathy to the family who mourn his loss; and be it further

Resolved, That a copy of these resolutions be spread upon the minutes of this meeting, a copy be sent to the official Journal for publication and a copy sent to his bereaved family; and be it further

Resolved, That the members stand in silence for one minute as a tribute to his memory, and that our charter remain draped for a period of 30 days.

ROY CREASEY,
Indianapolis, Ind. Financial Secretary

Melvin L. Stoddard, L. U. No. 532

Initiated December 27, 1929, in L. U. No. 65

With a sincere feeling of sorrow and regret and a sense of great loss we, the membership of L. U. No. 532, record the death of our departed friend and Brother, Melvin L. Stoddard; therefore be it

Resolved, That we express our heartfelt sympathy to his wife and family; and be it further

Resolved, That this meeting stand for one minute in silent tribute to his memory; and be it further

Resolved, That a copy of these resolutions be entered in the minutes of this local union, a copy sent to the family of Brother Stoddard and a

copy to the International Office for publication in the Electrical Workers Journal.

CLIFFORD McVEY,
ROY PEDEN,
HARRY GOHN,

Billings, Mont.

Committee

Denzil T. Conlay, L. U. No. 557

Reinitiated September 1, 1942

It is with deep regret that the members of Local 557, I.B.E.W., record the passing of our Brother Denzil Conlay; therefore be it

Resolved, That our charter be draped for a period of 30 days, that a copy of this resolution be placed in the minutes, a copy sent to his family and a copy sent to the Journal for publication.

CHARLES O'CONNOR,

Saginaw, Mich.

Recording Secretary

Roy M. McDonald, L. U. No. 723

Initiated June 22, 1917

It is with a sincere feeling of sorrow and regret that we, as Brother members of the I.B.E.W., L. U. No. B-723, record the passing of our Brother, Roy M. McDonald, on January 4, 1946; therefore be it

Resolved, That this meeting stand for one minute in silent tribute to his memory; and

Whereas, The loss of a loving and trusting father to his family is a loss that cannot be regained; therefore be it

Resolved, That we express our loyalty, love, and friendship by the passing of these resolutions and may they be placed in the minutes of our meeting also; and be it further

Resolved, That a copy be sent to the family of the deceased Brother and a copy to our official Journal for publication therein, and that our charter be draped for a period of 30 days.

WALTER GILL,
N. C. ZIMMERMAN,
JAMES E. SCHROFF,

Fort Wayne, Ind.

Committee

Eldon Teter, L. U. No. 744

Initiated October 8, 1939

Harry Cooper, L. U. No. 744

Initiated June 24, 1944

Whereas, God, in His Divine providence, has called from their earthly labor the above-mentioned members and esteemed co-workers in our Local Union B-744; and

Whereas, We deem it fitting and proper that the members of L. U. B-744 of the International Brotherhood of Electrical Workers offer a tribute to the memory of our late Brothers who have been loyal to our Brotherhood and country and faithful to their friends and Brothers; therefore be it

Resolved, That the sincere sympathy of the membership of this local union and the membership of the International Brotherhood of Electrical Workers be hereby extended to their bereaved families.

OLIVER ODELL,
CHARLES DEENEY,
THOMAS HEAP,

Philadelphia, Pa.

Committee

Houston Cooper, L. U. No. 813

Initiated May 1, 1940

William D. Saunders, L. U. No. 813

Initiated August 16, 1940

With a sincere feeling of sorrow and regret, we, the members of L. U. No. 813, record the passing of our friends and Brothers, Houston Cooper and William D. Saunders.

Brothers Cooper and Saunders were true and loyal members; therefore be it

Resolved, That we as a body pay tribute to their memory by expressing to their families our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be spread upon the minutes of our meeting, and a copy sent to our official Journal for publication.

E. L. MAWYER,

Roanoke, Va.

President

W. H. Gardner, L. U. No. 816

Initiated September 28, 1943

It is with sincere sorrow and regret that we, the members of Local Union B-816, record the passing of our friend and Brother, W. H. Gardner, on December 5, 1945; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family and friends our sincere sympathy in their sorrow; and be it further

Resolved, That a copy of these resolutions be sent to his family and a copy be sent to the Electrical Workers' Journal for publication; and be it further

Resolved, That the charter be draped for a period of 30 days.

H. V. ALLEN,
C. G. SIMS,
HORACE D. POWELL,

Paducah, Ky.

Committee

Menzo D. Smith, L. U. No. 853

Initiated June 25, 1942

With a sincere feeling of sorrow we, the members of L. U. No. 853, record the death of Brother Menzo D. Smith; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That the members stand in silence for a period of one minute in tribute to his

memory, and that our charter be draped for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be placed in the minutes of our meeting, a copy sent to the family of our departed Brother, and a copy sent to our official Journal for publication.

Kearny, N. J.

STANLEY W. TUTTLE,

Recording Secretary

Irvin M. Hansen, L. U. No. 953

Initiated March 25, 1937, in L. U. No. 749

It is with a sincere feeling of sorrow and regret that we, the members of Branch Local B-953 of the International Brotherhood of Electrical Workers, record the passing of our loyal and worthy Brother, Irvin M. Hansen; therefore be it

Resolved, That we, the members of Local B-953, pay tribute to his memory by expressing to his family our sincere sympathy in this hour of sorrow; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy placed in the minutes, and a copy sent to the Electrical Workers' Journal for publication.

FLOYD LARRABEE,

Eau Claire, Wis.

Committee Chairman

Charles Hall, L. U. No. 1000

Initiated October 17, 1937

It is with deepest sympathy and regret that we, the members of Local B-1000, record the passing of our friend and Brother, Charles Hall, December 24, 1945; therefore be it

Resolved, That the members stand and pause one minute at our next regular meeting and that our charter be draped for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be spread on our minutes, a copy sent to the family of our departed Brother, and a copy to our official Journal for publication.

DOROTHEA TERWILLEGAR,
CHARLES HARRELL,
LORIN I. HUEY,

Marion, Ind.

Committee

John M. Maxwell, L. U. No. 1007

Initiated February 11, 1938

With the deepest sorrow and regret we, the members of L. U. No. B-1007, record the passing of the late Brother, J. M. Maxwell, on December 28, 1945, to whose tribute the last meeting of our local voted the following resolutions:

Resolved, That we as a body in meeting assembled stand at attention in silence as a passing tribute to his memory; and be it further

Resolved, That our condolences be expressed to his wife and family; and be it further

Resolved, That the charter be draped for a period of 30 days, and a copy of these resolutions be sent to our official Journal for publication.

T. REA,

President

ALFRED H. J. WANT,

Secretary

Lida Labounty, L. U. No. 1031

Initiated August 1, 1945

Andrew J. Hughes, L. U. No. 1031

Initiated October 1, 1943

It is with deep sorrow and regret that we, the members of the Electrical Workers, Local B-1031, record the passing of these worthy members, Sister Labounty and Brother Hughes.

In the passing of these members, we, of Local B-1031, have lost true and loyal friends whose kind deeds and noble characters will be long remembered by those of us who knew them best.

Resolved, That we pay tribute to their memory by expressing our deep sympathy and sorrow to their bereaved families in their hour of sorrow; and be it further

Resolved, That a copy of this resolution be sent to their families, also to the Electrical Workers Journal for publication, and that this resolution be recorded into the minutes.

M. F. DARLING,
J. D. POTTER,

Chicago, Ill.

Committee

Henry J. Bender, L. U. No. 1041

Initiated September 29, 1945

It is with deepest sorrow and regret that we, the members of Local Union B-1041, record the passing of Brother Henry J. Bender who passed away December 25, 1945; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family and relatives our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy spread upon our minutes and a copy sent to the Electrical Workers Journal for publication.

JOHN CHILLEM,

President

ELEANOR J. SELDOW,

Financial Secretary

ELEANOR JAWORSKI,

South Plainfield, N. J.

Recording Secretary

Edward Grimley, L. U. No. 1098

Initiated October 23, 1937

Whereas, Almighty God, in His infinite wisdom, has called from our midst our esteemed and beloved Brother, Edward Grimley, to his heavenly home on this, the 18th day of December, 1945; and

Whereas, To the members of Local Union B-1098, I.B.E.W., and his many friends, his friendliness and cheerful disposition will always be an inspiration, and we wish to express our feelings and satisfaction we have shared in his companionship; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy be spread on the minutes of this meeting and a copy be sent to the Journal for publication, and that our charter be draped for a period of 30 days.

CHARLES MCGEE,

Pawtucket, R. I.

Recording Secretary

John Wasilik, L. U. No. 1134

Initiated March 25, 1943

It is with deep sorrow and regret that we, the members of Local B-1134, record the passing of Brother John Wasilik on January 13, 1946.

Whereas, We wish to express to his family our sincere sympathy; therefore be it

Resolved, That our charter be draped for 30 days, our members stand in silence for one minute in respect to the memory of our friend and Brother; a copy be sent to his family, and a copy be sent to the Journal of Electrical Workers for publication.

CHARLES HENDRICKS,

Elizabeth, N. J.

Recording Secretary

Clarence H. Houser, L. U. No. 1245

Initiated February 1, 1944

It is with a sincere feeling of sorrow and regret that we, the members of Local Union No. B-1245, record the passing of our Brother, Clarence H. Houser, shop steward at Hollister, California.

We would express the deepest sympathy to his loved ones and assure them that we share their sorrow.

Resolved, That the charter of this local union be draped for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be sent to the bereaved family, and a copy sent to the International Office for publication in the Electrical Journal.

CHARLES W. MASON,

San Francisco, Calif.

Business Manager

Edward W. Rugeley, L. U. No. 1245

Initiated October 2, 1924, in L. U. No. 151

It is with sorrow and regret that we, the members of Local Union No. B-1245, record the passing of our friend and Brother, Edward W. Rugeley, who passed away January 12, 1946; therefore be it

Resolved, That we, the members of L. U. No. B-1245, pay tribute to his memory by expressing to his bereaved family our deepest and most heartfelt sympathy; and be it further

Resolved, That our charter be draped for a period of 30 days in respect to his memory, and that a copy of these resolutions be sent to his family, and a copy to the official Journal for publication.

CHARLES W. MASON,

San Francisco, Calif.

Business Manager

Charles B. Froemming, L. U. No. 1310

Initiated May 12, 1938, in L. U. No. 121

With deep sorrow and regret we, the members of Local No. 1310, record the untimely death of our Brother, Charles B. Froemming; therefore be it

Resolved, That we drape our charter for 30 days in his memory; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy be spread on the minutes of Local 1310, and a copy be sent to the Electrical Workers' Journal for publication.

WILLIAM C. CURTIS,

ELMER SCHWAB,

FRANK DONOGHUE,

Washington, D. C.

Committee

Ed H. Johnson, L. U. No. 1359

Initiated December 31, 1944

Whereas, Almighty God, in His infinite wisdom, has called from our midst our friend and Brother, Ed H. Johnson; and

Whereas, In the death of Brother Ed H. Johnson we have lost an able leader, a kindly man and a dear friend who will ever be remembered as a true and honest worker, in the interests of the membership of our local, always finding time to aid and assist any worthy cause to better the lot of the working man; and

Whereas, In appreciation of the service which Brother Ed H. Johnson rendered to our organization and in recognition of our association with him as president of Local Union B-1359, we do hereby adopt the following; therefore be it

Resolved, That on behalf of the members of Local Union B-1359, International Brotherhood of Electrical Workers, we attest to the inspiration and support which Brother Ed H. Johnson brought to our organization, and which he so faithfully served; and be it further

Resolved, That the name of Brother Ed H. Johnson be put in our permanent records, as an expression of our deepest regard and esteem for him, and in appreciation of his character and ability, also the honor and satisfaction we have shared in his fellowship; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy be spread on the minutes of this meeting and a copy be sent to the

Journal for publication, and that our charter be draped for a period of 30 days.

EARLE L. PITTS,
WALTER D. JONES,
WALTER J. GORAK,
JOHN JURINIC,
Committee

Chicago, Ill.

Thomas J. Tandaric, L. U. No. 1399

Initiated December 31, 1944

Whereas, Almighty God, in His infinite wisdom, has suddenly called from our midst Brother Thomas Tandaric; and

Whereas, before Brother Tandaric passed to his eternal reward he was a worthy and loyal member respected by all; therefore be it

Resolved, That we extend our condolences to his bereaved family at this time; and be it further Resolved, That this meeting stand for one minute in silent tribute to his memory; and be it further

Resolved, That a copy of these resolutions be sent to the family of the late Brother, and that they also be incorporated into the minutes of the meeting and a copy be sent to the Electrical Workers Journal for publication.

ALAN R. WARNER,

Treasurer

EARL R. DAHLKE,

Recording Secretary

Chicago, Ill.

WOMAN'S WORK

(Continued from page 111)

Here are general instructions summarized from the Red Cross Book of Home Nursing:

"(1) You are clean when you go into the room but as soon as you touch anything that has been in contact with the patient you are contaminated.

(2) Your hands must not touch your face or clothing while you are in the room.

(3) After your hands are contaminated you must not touch the window shade, or lamp, or anything you want to keep clean, unless you use a piece of newspaper and discard it after using it once.

(4) Your gown is to be kept clean on the inside, but it always contaminated on the outside wherever it touches the patient or bed.

(5) It is not necessary to put on the gown when you go into the room to take fresh water or do anything that does not require touching contaminated articles.

(6) If necessary to disinfect anything that can't be boiled, soak it in a solution of chlorinated lime and water, mixing $\frac{1}{2}$ pound of lime to 1 gallon of water.

(7) Dust the floor and furniture only with damp or oiled mop and dustcloth, and do not remove them from the room.

(8) Open doors with newspaper squares in the hand so as to keep doorknobs clean."

I wish there were space to give many more helps for sick room procedure but there isn't. However, I recommend to you, if you cannot take a course in home nursing to buy the "Red Cross Home Nursing" book from which many of the suggestions on this page were taken. There is still a scarcity of doctors and nurses and you can be of great assistance to your family and to the rest of the community if you do the best possible job of nursing your sick members that you can. When sickness next comes to your home and the doctor wants to know "Is there a 'nurse' in your home?" You can answer confidently, "There is!"

SSB OFFERS PLANS

(Continued from page 93)

(2) Insurance against the costs of medical care.

What would this insurance mean to you if you became sick? You and your family would receive cash benefits to make up a portion of your lost wages. If you should become permanently disabled and no longer able to work, then you would receive benefits similar to those paid under old-age retirement.

In addition, you would be insured against

the costs of medical care. That would include doctor and hospital bills.

From its 10 years of experience, the Social Security Board has in this year's annual report outlined a comprehensive national system of social insurance. This insurance would cover all workers and major risks to economic security. Likewise it would cover all workers and their dependents to whom such risks apply. Insofar as this over-all insurance would fail to meet some individual or family needs, we would continue to have an assistance program. The board recommends strengthening and revising the present public assistance program to enable needy people to receive financial aid, irrespective of the reason for the need or the place of residence.

Such an over-all program to protect the people's economic independence is based on the belief that hope, not fear, drives men to greater endeavor. No country can depend on sick, ill-fed, or a discouraged people for its leaders, its workers, or its customers. Inasmuch as an over-all social insurance program provides protection against risks which our people find difficult to meet singly, it is an essential part of our democracy and a contribution to our nation's prosperity.

VETS HOSPITAL

(Continued from page 94)

5,660 beds for tubercular patients and 889 domiciliary beds. There will be an additional 4,603 beds of a type and location not yet designated.

These new hospitals should be of particular interest to the members of the Brotherhood for several reasons.

1. About 30,000 members of the IBEW will be eligible for care when discharged from the armed forces.
2. The new facilities will be as nearly all-electric as it is possible to make them.
3. Thousands of new jobs for construction and maintenance electricians will be created.

An amazing amount of electrical equipment is used in one of these modern hospitals. For example, here are some of the devices which are being installed in the new Legion, Texas, tubercular sanitarium. This hospital will provide beds for 376 patients. Illumination will be provided by 2,162 electric lights ranging in size from tiny night lights, to 300-watt lamps. This does not include 256 nurses' call lights. There will be 478 electric fans, 14 electric clocks, several hundred motors ranging in size from $\frac{1}{8}$ HP in water cooler and bread-slicing machine to the 30 HP motors in the service elevators and refrigeration compressors. Altogether, there are 4,193 items of miscellaneous electrical equipment being installed in this one hospital.

In the all-electric kitchens there are 106 pieces of such equipment, including electric food carts that keep the food warm on the trip from the kitchen to the patient, electric trays, ovens, ranges, dishwashers, vegetable peelers, refrigerators, and bakery machinery.

The clinics and laboratories have 333 electrical devices, including such things as portable sterilizers and X-ray machines, electro-therapy devices of various kinds, film illuminators and dryers.

The Veterans' Administration electrical engineering department has set up factors for estimating the amount of wire, transformers and fixtures it is necessary to stockpile for construction purposes in order to

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install all of this electrical equipment. Taking just a few items from this study, we find that for each 1,000 beds in a general medical unit 581,800 feet of copper wire, 600 volt, No. 12 solid is needed. Additional thousands of feet of wire of all sizes will be used, also.

For every 12,000 neuropsychiatric beds it is necessary to install 53-10 KVA, 35-15 KVA, 120-25 KVA, 71-37½ KVA, 100-50 KVA, 71-75 KVA and 80-100 KVA transformers to take care of all the electrical apparatus used for treatment purposes.

Some interesting cost figures are also available. An analysis of costs involved in the construction of a group of 81 buildings of 26 types in 20 hospital stations was made. The 26 building types include main buildings, patients' buildings, women's buildings, clinics, kitchens, laundries, theaters, boiler houses, garages, occupational therapy shops, water treatment plants, attendants' and nurses' quarters and various special treatment buildings. The 81 buildings will accommodate beds for 7,662 patients.

The total general contract price (including electrical work and elevators) for the 81 buildings is \$35,318,415. Of this, eight per cent or \$2,856,017 represents the electrical contract price, including \$1,044,013 for elevators.

The total construction cost per bed (not including site, hospital furnishings and equipment and overhead) amounts to \$4,609.55. If the extra items are included, the cost mounts to about \$7,500 per bed.

Breaking the cost down still further, we find that electrical construction cost per bed is \$372.75, electrical engineering cost per bed is \$6.96, and the electrical engineering cost per connected KW is \$4.40.

Factors other than personnel shortages and politics are retarding the Veterans' Administration's new hospital program. Shortage of building materials is a major retarding factor. The administration has top priorities on available building materials and surplus property but there is just not enough to do the job rapidly.

An average of 50 letters a day come to the Veterans' Administration advocating the selection of certain sites for new hospitals. Most of them come from small towns motivated by the extra business which a new hospital would bring rather than the welfare of the veteran. Some offer free land as an inducement. Such a site was offered by a philanthropic citizen of Pittsburgh. When Veterans' engineers surveyed the site they found an abandoned coal mine under the property. In order to build safe foundations it would be necessary to sink piling through the abandoned mine chambers. The cost was prohibitive in spite of the low cost of the land.

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INTERNATIONAL ACTIVITY

(Continued from page 95)

international standard. Mr. Osborne believed that the International Electrotechnical Commission should carefully study the proposed new organization so that the IEC would be amply protected if it decided to affiliate with the new organization. There was discussion of just what the status of the International Electrotechnical Commission publications had been in the past and what they would be in the future. It was pointed out that the format had been changed in 1938 so as to clearly indicate them as international recommendations only. How this would continue in the future was a detail which would have to be worked out both by the International Electrotechnical Commission itself and in connection with the new organization.

Several members participated in a discussion as to what form the affiliation of the International Electrotechnical Commission with the new organization would take. It was pointed out that Resolution I of the proposed constitution stated that the IEC would be autonomous and there was discussion of how this would be construed. Finally, upon motion by Mr. Hodgkinson, amended by Mr. Osborne, it was unanimously

VOTED

that the chairman be authorized to appoint a small subcommittee of the executive council to study, from the point of view of the United States National Committee, the proposals for the method of affiliation of the International Electrotechnical Commission with the International Standards Coordinating Association, and that the small sub-

committee report to the executive council which would in turn report to the United States National Committee.

357. Proposed Addition of State Department to Personnel of United States National Committee of International Electrotechnical Commission (Min. 349, November 10, 1944). The chairman recalled that at the last meeting he had been requested to invite the State Department to appoint a representative on the committee. He had made contacts at the State Department and had found the people there interested in the work but very cautious about any affiliation. They did not wish to take part in international affairs except those in their direct duty under the law. The people with whom he had been in contact had been transferred to other duties and he had let the matter drop. It seemed to him that there was nothing which could be done about the matter at the present time. Mr. Agnew pointed out that the American Standards Association office, together with Mr. Wollner, secretary in charge of the New York office of the United Nations Standards Coordinating Committee, had made contacts in the State Department in connection with the United Nations Standards Coordinating Committee and he was hopeful that close cooperation could be worked out in the future.

American labor is not represented in the American Standards Association program.

TECHNIQUE

(Continued from page 86)

The employers claimed that "open shop" contractors were paying 90 cents an hour or less, and thus could underbid union shops, and that a decline in local living costs justified the cut.

The union denied that living costs had dropped, and pointed out that open-shop contractors did not offer serious competition.

The labor-industry tribunal came through with a 2,500-word judgment that cleared the atmosphere. In effect, it said:

"A cut in the union's scale won't make it easier to compete with wage chiselers. When union-shop employers cut pay, open-shop employers will do the same. As for living costs, they've not decreased, according to our calculations. Therefore, a wage cut is not justified."

The judgment was backed up with facts and figures, and it carried a warning to union men, saying in effect: "Be efficient, so that you deserve the higher union pay."

Both sides accepted the decision, the strike was avoided, and the council got off to a good start.

The mere existence of machinery for settling disputes today brings both sides together quickly. Employers and union locals study one another's problems. Labor-management committees smooth over local differences.

The rule that a definition of issues in a dispute must be agreed to and signed by both parties frequently works wonders. "Often when the two sides put down in black and white what the fight is all about," a union official tells you, "they find they aren't as far apart as they thought, and can settle the dispute without appealing to the council."

Before the plan ended union-management hostility, strikes often were touched off by a fancied wrong, or a misunderstanding. "In

the old days," said L. K. Souder, for 26 years a contractor, "an unintentional mistake on the part of the contractor often ended up in a strike. Today, if a contractor or the union has a wrong slant on the obligation involved under a contract, it is ironed out by the local labor-management committee. Such an arrangement pays dividends."

After the council had been in operation three years, its decisions were recognized as so fair that electrical contractors and the local union in Washington, D. C., threw the whole question of "what constitutes a fair and just wage" in the tribunal's lap. The council decided that the electricians deserved a raise of six-and-a-quarter cents an hour, and explained why. The decision was accepted.

The tribunal doesn't hesitate to lecture either side. In one large city, contractors refused to increase wages by 50 cents a day in accordance with their contract, contending that union members had failed to abide by an agreement that they would not accept independent spare-time electrical jobs.

The council ordered that the increase be paid and pointed out that during the time violations were taking place employers had not protested. "It can be fairly said," the council added dryly, "that the employers have slept on their rights."

On another occasion, in rejecting the plea of contractors that a lower wage be granted to stimulate business, the tribunal explained: "The council believes that better salesmanship on the part of contractors, coupled with greater individual efficiency on the part of members of the union, are far more potent stimulants to business than lower wages."

Many decisions of the council have laid down broad policies that make future appeals unnecessary. One such case came to the council from Charleston, West Virginia. A contractor employed three Charleston electricians to work in Huntington, West Virginia. The council was asked: "Is the employer supposed to pay the prevailing wage scale in Huntington, or the prevailing scale in Charleston?" The council ruled that the men were to receive the pay scale prevailing in their home town—and that set a precedent.

When you thumb through early disputes which have come before the council, you may think: "Some of these are trifling matters." "Yes," you are assured, "but small disputes in the past often snowballed into big ones."

The electrical construction industry prides itself on having the machinery to reach amicable decisions on both large- and small-scale questions. The union has grown strong through a stabilized industry, owns its own handsome office building in Washington, and counts its assets at \$20,000,000. Employers have prospered, and have given better service on more certain schedules in an atmosphere of good will.

Its sponsors believe that their plan sets a pattern which can be applied in any industry in which both sides are organized and have spokesmen.

"All that's needed," says 81-year-old Louis K. Comstock, "is frankness, honesty, common sense, and a will to make cooperation work."

"You can't start a movement like this full-blown," he goes on. "It must grow from small beginnings and the confidence it instills. But any industry and union that try hard enough can make it work."

LABOR MOVEMENT

(Continued from page 88)

unions, central labor unions are set up and representatives of each union in the city belong to the central coordinating body. Each state has a state federation of labor which represents the A. F. of L. unions in the state capitals and is primarily concerned with labor legislation. As we have stated before the A. F. of L. avoided becoming involved in politics. It was guided by Mr. Gompers' statement, "Reward your friends and punish your enemies." The A. F. of L. policy was to support Congressmen "friendly to labor" but not to enter actively into political battles lest in their limited energies their industrial battles would suffer.

The A. F. of L. unions from the beginning strove to secure signed agreements with employers, such contracts clearly stating wage rates, hours, job conditions, etc., and recognizing the union as bargaining agent for the employees. The American Federation of Labor promoted job security, seniority rights, a medium for settlement of grievances through grievance committees or shop stewards and arbitration in case grievance procedure failed.

This A. F. of L. policy of securing union contracts for its union members immediately made for higher wages and better working conditions. The worker attained new dignity under this democratic set-up. The industry-wide agreements that were promoted served to improve wages and conditions without employers suffering from the competition of sweatshop labor.

Through the A. F. of L. state federations of labor and other interested groups, state legislatures passed laws favorable to labor, for example, workmen's compensation, health and safety measures in factories, child labor and special protection legislation for women workers.

For historical value, it is important to note here that in the first decade of the 20th century a new labor organization, the Industrial Workers of the World, sprang up. It was quite a radical organization and its aim was to organize the semi-skilled and unskilled workers, as most of the A. F. of L. unions embraced only skilled workmen. This new organization had active members in the lumber, mining and textile industries—also among the migratory workers and seamen. It staged many sensational strikes. It was short-lived however—died soon after the outbreak of World War I since it seemed unable to organize unions on a permanent basis.

Just previous to the outbreak of World War I there was a period of depression and unemployment and there was considerable suffering particularly in the large cities. But by the summer of 1915 war orders began to pour in from the Allies. Instead of unemployment there soon began to be a labor shortage. During the pre-war boom period there were many strikes as the workers felt they were not receiving their fair share of the huge profits their employers were making.

When the United States entered the war, labor under its leader, President Gompers, pledged its loyalty and guaranteed to produce all the equipment necessary for our national defense and offense. And labor did a tremendous job.

During the war, because of the great need for increased production and the part organized labor was playing in it, the Government first recognized the right of workers to join trade unions. President Wilson

was quite favorable to trade unionism. He declared in setting up the first World War-Labor Board that the right of workers to organize trade unions and bargain collectively was not to be interfered with. This improved attitude of Government coupled with the tremendous need for workers brought about a decided advantage for labor in its bargaining position. Membership in the trade unions increased tremendously. In the years from 1914 to 1920, A. F. of L. membership doubled itself, jumping from two to four million. There were another million members organized by the railroad brotherhoods and the independent unions. Labor-management committees were set up in some of the big industries.

Mr. Gompers played an important part in an advisory capacity in the war government. He was instrumental too in preventing a relaxation of labor laws during the war. During this time, too, the position of Secretary of Labor in the Cabinet became a post of positive influence.

When the Peace Conference met after the Armistice was signed, labor played an influential part through the appointed labor commission, in securing specific clauses in the treaty granting employees the right to organize for all lawful purposes, wages in accord with reasonable living standards of the time and country, the adoption of an eight-hour day, one day of rest weekly, abolition of child labor, equal pay for men and women for equal work, and others.

Immediately after the war, however, the reaction set in. Employers' associations decided that the time was ripe for cutting wages and destroying unionism and collective bargaining. A terrible "open-shop" campaign was begun and in spite of the name "American Plan" under guise of which it operated, its sole purpose, for which neither money nor work was spared, was the destruction of unionism.

Unions fought desperately to retain what they had gained during the war. They called strikes and lost most of them. Some unions were completely crushed in this employers' onslaught and many more were weakened for years to come.

However, there were many unions strongly organized and with a large reserve of defense funds. These unions conducted strikes and won. They would not back down and they weathered the anti-union, open-shop battle. One example among many was the six-month strike of the Amalgamated Clothing Workers which defeated a wage cut. Sixty-five thousand workers were involved and a million-dollar defense fund which the union had built up saved their union.

The attack by employers of the unionized industries was not the only storm organized labor had to weather in that postwar period. The non-union industries, and there were many engaged in mass production, such as automobile, electrical equipment, rubber, steel, etc., opposed union organization ruthlessly. They refused to deal with trade unions and used strikebreakers, spies or any other available means to break up any efforts at unionization.

This opposition and other factors particularly the introduction of many labor-saving machines which took away the work of skilled craftsmen, reduced union membership by over a million workers in the years from 1920 to 1929. By 1929 the A. F. of L. numbered only about 3,000,000 members

and its influence on American living had decreased considerably.

With 1929 came the stock market crash and the depression—one of the darkest periods in American history and surely in American economic history.

Next month we will trace the result of the depression on American labor, the New Deal and subsequent labor history.

CONSTRUCTION INDUSTRY

(Continued from page 85)

In making public the terms of the agreement, A. Lincoln Bush, chairman of the Joint Industry Board of the Electrical Industry, said that the International Brotherhood of Electrical Workers, L. U. No. 3, in addition had voluntarily agreed to relinquish its contractual right to time and a half for overtime and offered to work two seven-hour shifts, both shifts at regular time, until the housing shortage abates.

In a move described as "unprecedented in the construction industry," the union also sanctioned the use of the most modern technological methods and the unrestricted use of high-speed, labor-saving tools and devices in order to reduce the cost of low-rental housing and to make new dwellings available as soon as possible for returning veterans.

More than 10,000 electrical construction workers and 364 electrical contracting companies are affected by the terms of the new agreement.

In a statement, hailing the benefits to the public contained in the contract, Mr. Bush said:

"All of this has been made possible by the harmonious relationship that has existed between the employers and the union over a long period of years. It should now be possible for large-scale housing to get under way and to be completed at reduced cost to the public in record time.

"The Joint Industry Board of the Electrical Industry, representing both labor and management in this key field, hopes that other trades in the construction business will follow its lead and make possible still further reductions in cost and time."

Mr. Bush said that the unorthodox terms of the agreement were accepted by the union because employers in his industry have sponsored a comprehensive program of workers' social benefits. These include, he said, hospitalization benefits for both husband and wife, disability payments, and old-age pensions, which in the case of men over 65, guarantees a total monthly income of \$100.

Harry Van Arsdale, Jr., business manager of L. U. No. 3, also expressed satisfaction concerning the new understanding in the industry. He said:

"At a time when thousands of our returning veterans are unable to find homes for themselves and their families, both labor and management must find ways to cut corners in order to hasten construction and lower the cost of housing to the consumer. I am satisfied that we have made an excellent beginning."

Among the functions of the Joint Industry Board, Mr. Bush pointed out, were the administration of uniform labor agreements, acting as administrative agent for the pension committee for the industry, and adjudication of disputes in situations not covered directly by employer and employee representatives.

LOCAL UNION OFFICIAL RECEIPTS FROM DECEMBER 11, 1945.

INCLUDING JANUARY 10, 1946

[illegible]

341-	109946	109947	L. U.	105725	105726	L. U.	893583	893590	L. U.	778601	778611	L. U.	308593	308595	L. U.	163933	163934	L. U.	(Cont.)	L. U.	727769	727769	L. U.	229398	229426
B-543-	735411	735412	B-616-	238579	238580	B-695-	475302	475305	B-773-	798601	798611	B-843-	52514	52515	B-928-	77384	77425	B-981-	727769	727769	B-1065-	663878	663879		
B-544-	735413	735414	B-617-	704722	704723	B-696-	475306	475309	B-774-	798612	798622	B-844-	52516	52517	B-929-	77426	77467	B-982-	727770	727770	B-1066-	663880	663881		
B-545-	735415	735416	B-618-	704724	704725	B-697-	475310	475313	B-775-	798623	798633	B-845-	52518	52519	B-930-	77468	77509	B-983-	727771	727771	B-1067-	663882	663883		
B-546-	735417	735418	B-619-	704726	704727	B-698-	475314	475317	B-776-	798634	798644	B-846-	52520	52521	B-931-	77510	77551	B-984-	727772	727772	B-1068-	663884	663885		
B-547-	735419	735420	B-620-	704728	704729	B-699-	475318	475321	B-777-	798645	798655	B-847-	52522	52523	B-932-	77552	77593	B-985-	727773	727773	B-1069-	663886	663887		
B-548-	735421	735422	B-621-	704730	704731	B-700-	475322	475325	B-778-	798656	798666	B-848-	52524	52525	B-933-	77594	77635	B-986-	727774	727774	B-1070-	663888	663889		
B-549-	735423	735424	B-622-	704732	704733	B-701-	475326	475329	B-779-	798667	798677	B-849-	52526	52527	B-934-	77636	77677	B-987-	727775	727775	B-1071-	663890	663891		
B-550-	735425	735426	B-623-	704734	704735	B-702-	475330	475333	B-780-	798678	798688	B-850-	52528	52529	B-935-	77678	77719	B-988-	727776	727776	B-1072-	663892	663893		
B-551-	735427	735428	B-624-	704736	704737	B-703-	475334	475337	B-781-	798689	798699	B-851-	52530	52531	B-936-	77720	77761	B-989-	727777	727777	B-1073-	663894	663895		
B-552-	735429	735430	B-625-	704738	704739	B-704-	475338	475341	B-782-	798700	798710	B-852-	52532	52533	B-937-	77762	77803	B-990-	727778	727778	B-1074-	663896	663897		
B-553-	735431	735432	B-626-	704740	704741	B-705-	475342	475345	B-783-	798711	798721	B-853-	52534	52535	B-938-	77804	77845	B-991-	727779	727779	B-1075-	663898	663899		
B-554-	735433	735434	B-627-	704742	704743	B-706-	475346	475349	B-784-	798722	798732	B-854-	52536	52537	B-939-	77846	77887	B-992-	727780	727780	B-1076-	663900	663901		
B-555-	735435	735436	B-628-	704744	704745	B-707-	475350	475353	B-785-	798733	798743	B-855-	52538	52539	B-940-	77888	77929	B-993-	727781	727781	B-1077-	663902	663903		
B-556-	735437	735438	B-629-	704746	704747	B-708-	475354	475357	B-786-	798744	798754	B-856-	52540	52541	B-941-	77930	77971	B-994-	727782	727782	B-1078-	663904	663905		
B-557-	735439	735440	B-630-	704748	704749	B-709-	475358	475361	B-787-	798755	798765	B-857-	52542	52543	B-942-	77972	78013	B-995-	727783	727783	B-1079-	663906	663907		
B-558-	735441	735442	B-631-	704750	704751	B-710-	475362	475365	B-788-	798766	798776	B-858-	52544	52545	B-943-	78014	78055	B-996-	727784	727784	B-1080-	663908	663909		
B-559-	735443	735444	B-632-	704752	704753	B-711-	475366	475369	B-789-	798777	798787	B-859-	52546	52547	B-944-	78056	78097	B-997-	727785	727785	B-1081-	663910	663911		
B-560-	735445	735446	B-633-	704754	704755	B-712-	475370	475373	B-790-	798788	798798	B-860-	52548	52549	B-945-	78098	78139	B-998-	727786	727786	B-1082-	663912	663913		
B-561-	735447	735448	B-634-	704756	704757	B-713-	475374	475377	B-791-	798799	798809	B-861-	52550	52551	B-946-	78140	78181	B-999-	727787	727787	B-1083-	663914	663915		
B-562-	735449	735450	B-635-	704758	704759	B-714-	475378	475381	B-792-	798810	798820	B-862-	52552	52553	B-947-	78182	78223	B-1000-	727788	727788	B-1084-	663916	663917		
B-563-	735451	735452	B-636-	704760	704761	B-715-	475382	475385	B-793-	798821	798831	B-863-	52554	52555	B-948-	78224	78265	B-1001-	727789	727789	B-1085-	663918	663919		
B-564-	735453	735454	B-637-	704762	704763	B-716-	475386	475389	B-794-	798832	798842	B-864-	52556	52557	B-949-	78266	78307	B-1002-	727790	727790	B-1086-	663920	663921		
B-565-	735455	735456	B-638-	704764	704765	B-717-	475390	475393	B-795-	798843	798853	B-865-	52558	52559	B-950-	78308	78349	B-1003-	727791	727791	B-1087-	663922	663923		
B-566-	735457	735458	B-639-	704766	704767	B-718-	475394	475397	B-796-	798854	798864	B-866-	52560	52561	B-951-	78350	78391	B-1004-	727792	727792	B-1088-	663924	663925		
B-567-	735459	735460	B-640-	704768	704769	B-719-	475398	475401	B-797-	798865	798875	B-867-	52562	52563	B-952-	78392	78433	B-1005-	727793	727793	B-1089-	663926	663927		
B-568-	735461	735462	B-641-	704770	704771	B-720-	475402	475405	B-798-	798876	798886	B-868-	52564	52565	B-953-	78434	78475	B-1006-	727794	727794	B-1090-	663928	663929		
B-569-	735463	735464	B-642-	704772	704773	B-721-	475406	475409	B-799-	798887	798897	B-869-	52566	52567	B-954-	78476	78517	B-1007-	727795	727795	B-1091-	663930	663931		
B-570-	735465	735466	B-643-	704774	704775	B-722-	475410	475413	B-800-	798898	798908	B-870-	52568	52569	B-955-	78518	78559	B-1008-	727796	727796	B-1092-	663932	663933		
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B-572-	735469	735470	B-645-	704778	704779	B-724-	475418	475421	B-802-	798920	798930	B-872-	52572	52573	B-957-	78602	78643	B-1010-	727798	727798	B-1094-	663936	663937		
B-573-	735471	735472	B-646-	704780	704781	B-725-	475422	475425	B-803-	798931	798941	B-873-	52574	52575	B-958-	78644	78685	B-1011-	727799	727799	B-1095-	663938	663939		
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B-575-	735475	735476	B-648-	704784	704785	B-727-	475430	475433	B-805-	798953	798963	B-875-	52578	52579	B-960-	78728	78769	B-1013-	727801	727801	B-1097-	663942	663943		
B-576-	735477	735478	B-649-	704786	704787	B-728-	475434	475437	B-806-	798964	798974	B-876-	52580	52581	B-961-	78770	78811	B-1014-	727802	727802	B-1098-	663944	663945		
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Attractive Union Supplies



No. 7



No. 6



No. 12



No. 11



No. 2

Price List In Large Variety

Arrears, Official Notice of, per 100	\$5.50	Ledger, loose-leaf research, including tabs	12.50	Seal (pocket)	7.50
Account Book, Treasurer's	.90	Ledger sheets for above, per 100	2.25	Traveling cards	free
Book, Minute for R. S. (small)	2.25	Paper, Official Letter, per 100	.50	Withdrawal Cards, with Trans. Cds., per dozen	.40
Book, Minute for R. S. (large)	3.00	Rituals, extra, each	.25	Warrant Book, for R. S.	.30
Book, Day	1.75	Receipt Book, Applicants (300 receipts)	1.75	FOR E. W. B. A.	
Book, Roll Call	1.50	Receipt Book, Applicants (750 receipts)	3.50	Book, Minute	1.50
Carbon for Receipt Books	.05	Receipt Book, Members (300 receipts)	1.75	Charters, Duplicates	.50
Charters, Duplicate	1.00	Receipt Book, Members (750 receipts)	3.50	Reinstatement Blanks, per 100	.75
Constitution, per 100	7.50	Receipt Book, Miscellaneous (300 receipts)	1.75	Constitution and By-Laws, per 100	7.50
Single copies	.10	Receipt Book, Miscellaneous (750 receipts)	3.50	Single Copies	.10
Electrical Worker, Subscription per year	2.00	Receipt Book, Overtime assessment (300 receipts)	1.75	Rituals, each	.25
Envelopes, Official, per 100	1.00	Receipt Book, Overtime assessment (750 receipts)	3.50	JEWELRY	
Labels, Decalcomania (large 1½", small 1", fabricating 1"), per 100	.20	Receipt Book, Temporary (750 receipts)	3.50	No. 1—Gold Filled Emblem Gilt Tie Clasp	1.00
per 1,000	1.50	Receipt Book, Temporary (300 receipts)	1.75	No. 2—10 kt. Gold Lapel Button	1.10
per 5,000	7.00	Receipt Book, Financial Secretary's	.25	No. 3—Rolled Gold Pin (for ladies)	.75
per 50,000	67.00	Receipt Book, Treasurer's	.25	No. 4—Rolled Gold Lapel Button	.75
Labels, Decalcomania (equipment maintenance)	.30	Receipt Holders, Members' Leather Pocket, Folding, each	.35	No. 5—10 kt. Gold Button Rolled Gold Tie Clasp	1.75
per 100	2.75	Receipt Holders, Members' Pocket, Celluloid, sold only in bulk, Smallest lot, 50	1.50	No. 6—10 kt. Gold Lapel Button	1.25
per 1,000	2.50	Per 100	3.00	No. 7—10 kt. Gold Lapel Button	1.75
Labels, Paper, Neon, per 100	.20	Research weekly report cards, per 100	.40	No. 8—10 kt. Gold Diamond Shape Emblem Gold Filled Tie Slide	4.00
Labels, Paper, per 100	.20	Seal, cut of	1.00	No. 10*—10 kt. Gold Ring	10.50
Labels, Paper, large size for house wiring, per 100	.35	Seal	5.00	No. 11—10 kt. Gold Badge of Honor (10, 15, 20 and 25 years)	2.25
Ledger, loose leaf binder Financial Secretary's 26 tab index	8.50			No. 12—10 kt. Gold Emblem: Rolled Gold Chain Tie Clasp	4.50
Ledger paper to fit above ledger, per 100	1.50			No. 13—Gold Plated Auxiliary Pin (For Ladies)	.50
Ledger, Financial Secretary's, 100 pages	2.50			No. 14—Gold Filled War Veterans Button	1.75
Ledger, Financial Secretary's, 200 pages	3.75			No. 15*—Heavy 19 kt. Gold Ring	18.00
Ledger, Financial Secretary's, 400 pages	8.00			Jewelry not sent C. O. D.	
(Extra Heavy Binding)					

The above articles will be supplied when the requisite amount of cash accompanies the order. Otherwise the order will not be recognized. All supplies sent by us have postage or express charges prepaid.

* Rings furnished only in sizes 9, 9½, 10, 10½, 11, 11½, 12, 12½.



ADDRESS, G. M. BUGNIAZET, I. S.

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Washington 5, D. C.

ADMINISTRATION is the capacity of coordinating many, and often conflicting, social energies in a single organism, so adroitly that they shall operate as a unity. This presupposes the power of recognizing a series of relations between numerous special social interests, with all of which no single man can be intimately acquainted. Probably no very highly specialized class can be strong in this intellectual quality because of the intellectual isolation incident to specialization; and yet administration or generalization is not only the faculty upon which social stability rests, but is, possibly, the highest faculty of the human mind.

—BROOKS ADAMS,

The Theory of Social Revolution